

Agenda for Board of
Directors meeting

November 13, 1995

Opening prayer

Reports

- ✓ Minutes of previous meeting(s)
- ✓ Treasurer's report
- ✓ Personnel Committee —
- ✓ Pastor's report
- ✓ Finance Committee
- ✓ Fund Raising report \$1215 - 16 returns; 1/2 from non-affiliated
- ✓ Building and Grounds Committee \$817 / out of \$1140 worth
- ✓ Parish Extension
- Other DC - 10 going; Wm. Berry to be alt.

Old Business

- 1.) Lapel Mike Tim hyp tok to assist Allan.
- 2.) Building -

New Business

Anniversary

100
15
\$1500

Call Helene abb. Cost.
Ch. Parliament House

Closing prayer

Library -

Covenant Metropolitan Community Church

Minutes

Church Board Meeting, October 9, 1995

Moderator: Rev. Marge Ragona

Vice-Moderator: Mark Moore

Treasurer: Allan Francis

Clerk: William Berry

At-Large Member: Carol Cowley

At-Large Member: Emmett Wright

The Meeting was called to order and opened with prayer. One board member was absent.

REPORTS

1) The minutes of September 11, 1995 were accepted.

Action: Move Emmett, 2nd Mark

Motion carried without opposition.

2) The Treasurer's report was presented by the Treasurer, Allan Francis

Action: Move Emmett, 2nd Mark

Motion carried without opposition.

3) The Pastor's report was presented by Rev. Ragona.

Action: Move Mark, 2nd Allen

Motion carried without opposition.

4) The Finance Committee report was presented by Allan Francis Chairperson. Along with Richard's fund raising report.

Action: Move Emmett, 2nd Mark

Motion carried without opposition.

5) The report of the Building & Grds committee was presented by Emmett Wright Chr.

Action: move Mark, 2nd Allen

Motion carried without opposition.

6) The personnel Committee presented an "Oral Report", Mark Moore Chr.

Action: Move Mark, 2nd Emmett

Motion carried without opposition.

7) The Pastor presented an "Oral report" from the Tuscaloosa Parish Ext.

Action: Move Mark, 2nd Emmett

Motion carried without opposition.

OLD BUSINESS

1) The usual contributions to the savings accounts, BAO, CAF, 1917 and the phone line were not made because of the budget deficit.

Action: Move Allan, 2nd Emmett

Motion carried without opposition.

2) Allan to buy another lapel mike.

Action: Move Emmett, 2nd Mark

Motion carried without opposition.

3) Non-tithable items were discussed. Only the reduction of principal in a mortgage payment is non-tithable.

New Business

1) The possibility of Randa McNamara being here for our anniversary was referred to the Council of Ministries.

2) Stevie H. To fly round trip to Houston Texas for \$198. She is going to Mexico City with World Outreach. Evangelism is to be charged with this air fare.

Action: Move Emmett, 2nd Mark

Motion carried without opposition.

3) The possibility of an individual financing the purchasing the piano, if enough funds aren't raised, was discussed. No action taken.

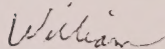
4) The agenda for the November 12, 1995 Congregational meeting was discussed.

5) The Personnel Committee report was moved after the Treasurer's report and the Fund Raising report was added after the Finance Committee report in the monthly agenda for the board meeting.

Action: Move Allan, 2nd Mark

The meeting was adjourned with prayer.

Respectfully submitted,



William Berry

WB/ew

Marge

Treasurer's Report - October, 1995

INCOME:

Tithable income was \$5925 (A1) for this month which was \$266 under budget (A2). Our year-to-date income is \$2454 behind budget (B3).

EXPENSES:

The expenses of \$5618 (A4) was \$653 (A5) under budget. Contributions were made to ~~too~~ the usual places (A6).

SAVINGS DEPOSITS:

Contributions were made to most of the savings funds (A7).

BUILDING FUND:

Direct pledge and open plate contributions were \$13622 (D8) bringing the total including interest to \$66,839 (C9). Add to this the \$1000 in earnest payment.

AGAPE HOUSE FUND:

Direct and open plate contributions were \$5 (D10). The balance is now \$140 (C11) including interest.

COMMUNITY ASSISTANCE FUND:

There were contributions of \$189 (D13). Distributions were \$175 (D13). The balance is now \$255 (C14).

BALANCE SHEET:

The liquid reserve (available funds in checking account) is at \$8024 in regular and \$2126 for Tuscaloosa (C15).

TUSCALOOSA PARISH EXTENSION:

The Tuscaloosa Parish Extension added \$726 (F16) and had \$520 (F17) in expenses for a balance of \$2126.

OTHER:

Respectfully submitted,

ALLAN FRANCIS, Treasurer



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Covenant MCC
REGULAR FUND - Actual vs. Budget - OCT

	10/01/95- 10/31/95 ACTUAL	10/01/95- 10/31/95 BUDGET	DOLLAR VARIANCE
INCOME			
Income - Tithable			
Income			
3001 Pledges - General (T)	\$ 4351.25	\$ 5675.00	\$ -1323.75
3002 Plate & Envelopes (T)	1573.93	516.00	1057.93
3003 Other Income (T)	0.00	0.00	0.00
Total Income	5925.18	6191.00	-265.82
Non-Tithe Income			
Income			
5020 Love Offerings (NT)	0.00	0.00	0.00
5040 Gifts in Kind	0.00	0.00	0.00
5050 Sales (NT)	6.00	0.00	6.00
Total Income	6.00	0.00	6.00
TOTAL INCOME	\$ 5931.18	\$ 6191.00	\$ -259.82
EXPENSE			
Budgeted Expense			
Expense			
2100 Rent	\$ 67.00	\$ 67.00	\$ 0.00
2102 Worship Supplies	1.35	50.00	48.65
2103 Music Ministry	126.50	200.00	73.50
2110 Maintenance	9.70	125.00	115.30
2111 Utilities	705.90	700.00	-5.90
2112 Telephone	54.15	78.00	23.85
2113 Admin/Office Supplies	37.51	35.00	-2.51
2114 Postage	8.62	25.00	16.38
2115 Insurance	0.00	50.00	50.00
2116 Bank Charges	0.00	5.00	5.00
2120 Evangelism Exp.	50.00	125.00	75.00
2121 Advertisements	69.00	150.00	81.00
2122 Newsletter	148.32	100.00	-48.32
2123 Special Programs	99.16	25.00	-74.16
2124 Parish Extension	0.00	0.00	0.00
2130 BAO Contribution	80.00	80.00	0.00
2131 Clinic (1917) Contrib.	80.00	80.00	0.00
2132 Info. Phone Line Contrib.	25.00	25.00	0.00
2133 Global Outreach	0.00	50.00	50.00
2134 Other Contrib.	0.00	0.00	0.00
2140 Social & Hospitality	51.82	100.00	48.18
2141 Deacon's Fund	0.00	40.00	40.00
2142 Memorials	54.00	50.00	-4.00
2150 Sunday School	205.30	20.00	-185.30
2151 Bible Study Material	0.00	10.00	10.00
2152 Study Courses	0.00	10.00	10.00

[1]

Covenant MCC
REGULAR FUND - Actual vs. Budget - OCT

	10/01/95- 10/31/95 ACTUAL	10/01/95- 10/31/95 BUDGET	DOLLAR VARIANCE
2153 Inquirer's Class	0.00	20.00	20.00
2154 Youth Ministries	0.00	40.00	40.00
2155 Children's Ministry	0.00	20.00	20.00
2156 Library	0.00	0.00	0.00
2160 Building Fund Contrib.	100.00	100.00	0.00
2162 CAF Contrib. to Savings	80.00	80.00	0.00
2163 Dist.Conf.Fund Contrib.	150.00	150.00	0.00
2164 Gen.Conf.Fund Contrib.	0.00	0.00	0.00
2165 Scholarship Fund Contrib.	0.00	0.00	0.00
2166 Copier Svc. Contract	181.50	110.00	-71.50
2167 Capital Proj.Fund Contrib	100.00	100.00	0.00
2168 Anniv. Fund Contrib.	0.00	0.00	0.00
2170 Pension Contrib.	0.00	130.00	130.00
2171 UFMCC Tithe	592.42	649.00	56.58
2172 GLAD Tithe	296.21	324.00	27.79
2180 Admin. Assist. Staff	0.00	120.00	120.00
2181 Chamberlain	125.00	108.00	-17.00
2190 Pastor Comp.	930.00	930.00	0.00
2192 Pastor Housing	800.00	800.00	0.00
2193 Pastor Travel	75.00	75.00	0.00
2194 Pastor Insurance	110.00	110.00	0.00
2195 Pastor Conf.Fnd.Contrib.	75.00	75.00	0.00
2196 Pastor Retirement	130.00	130.00	0.00
Total Expense	5618.46	6271.00	652.54
Unbudgeted Expense			
Expense			
2161 Reserve Fund Contribution	0.00	0.00	0.00
5021 Love Gifts Collected	0.00	0.00	0.00
5041 Value of Gifts in Kind	0.00	0.00	0.00
5500 Miscellaneous-Unbudgeted	0.00	0.00	0.00
Total Expense	0.00	0.00	0.00
TOTAL EXPENSE	\$ 5618.46	\$ 6271.00	\$ 652.54
NET INCOME (LOSS)	\$ 312.72	\$ -80.00	\$ 392.72

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Covenant MCC
REGULAR FUND - Actual vs. Budget - YTD

	01/01/95- 10/31/95 ACTUAL	01/01/95- 10/31/95 BUDGET	DOLLAR VARIANCE
INCOME			
Income - Tithable			
Income			
3001 Pledges - General (T)	\$ 45741.88	\$ 56750.00	\$ -11008.12
3002 Plate & Envelopes (T)	14649.57	6095.00	8554.57
3003 Other Income (T)	0.00	0.00	0.00
Total Income	60391.45	62845.00	-2453.55
Non-Tithe Income			
Income			
5020 Love Offerings (NT)	12.50	0.00	12.50
5040 Gifts in Kind	113.96	0.00	113.96
5050 Sales (NT)	284.42	0.00	284.42
Total Income	410.88	0.00	410.88
TOTAL INCOME	\$ 60802.33	\$ 62845.00	\$ -2042.67

EXPENSE

Budgeted Expense			
Expense			
2100 Rent	\$ 670.00	\$ 670.00	\$ 0.00
2102 Worship Supplies	536.30	500.00	-36.30
2103 Music Ministry	1590.46	2000.00	409.54
2110 Maintenance	500.73	1250.00	749.27
2111 Utilities	7009.41	7000.00	-9.41
2112 Telephone	552.82	780.00	227.18
2113 Admin/Office Supplies	458.55	350.00	-108.55
2114 Postage	224.06	250.00	25.94
2115 Insurance	550.00	500.00	-50.00
2116 Bank Charges	69.77	50.00	-19.77
2120 Evangelism Exp.	634.04	1250.00	615.96
2121 Advertisements	502.00	1500.00	998.00
2122 Newsletter	1112.21	1000.00	-112.21
2123 Special Programs	313.73	250.00	-63.73
2124 Parish Extension	75.00	75.00	0.00
2130 BAO Contribution	720.00	720.00	0.00
2131 Clinic (1917) Contrib.	720.00	720.00	0.00
2132 Info. Phone Line Contrib.	200.00	200.00	0.00
2133 Global Outreach	150.00	200.00	50.00
2134 Other Contrib.	125.00	75.00	-50.00
2140 Social & Hospitality	936.30	1000.00	63.70
2141 Deacon's Fund	127.56	400.00	272.44
2142 Memorials	245.96	500.00	254.04
2150 Sunday School	364.34	200.00	-164.34
2151 Bible Study Material	0.00	100.00	100.00
2152 Study Courses	10.00	100.00	90.00

Covenant MCC
REGULAR FUND - Actual vs. Budget - YTD

	01/01/95- 10/31/95 ACTUAL	01/01/95- 10/31/95 BUDGET	DOLLAR VARIANCE
2153 Inquirer's Class	112.87	200.00	87.13
2154 Youth Ministries	78.95	400.00	321.05
2155 Children's Ministry	0.00	200.00	200.00
2156 Library	57.90	60.00	2.10
2160 Building Fund Contrib.	900.00	900.00	0.00
2162 CAF Contrib. to Savings	720.00	720.00	0.00
2163 Dist.Conf.Fund Contrib.	1350.00	1350.00	0.00
2164 Gen.Conf.Fund Contrib.	200.00	200.00	0.00
2165 Scholarship Fund Contrib.	75.00	75.00	0.00
2166 Copier Svc. Contract	1654.40	1100.00	-554.40
2167 Capital Proj.Fund Contrib	900.00	900.00	0.00
2168 Anniv. Fund Contrib.	300.00	300.00	0.00
2170 Pension Contrib.	777.75	1090.00	312.25
2171 UFMCC Tithe	6006.95	6490.00	483.05
2172 GLAD Tithe	3003.47	3240.00	236.53
2180 Admin. Assist. Staff	600.00	1200.00	600.00
2181 Chamberlain	1100.00	1080.00	-20.00
2190 Pastor Comp.	9300.00	9300.00	0.00
2192 Pastor Housing	8000.00	8000.00	0.00
2193 Pastor Travel	750.00	750.00	0.00
2194 Pastor Insurance	1100.00	1100.00	0.00
2195 Pastor Conf.Fnd.Contrib.	675.00	750.00	75.00
2196 Pastor Retirement	1300.00	1300.00	0.00
Total Expense	57360.53	62345.00	4984.47

Unbudgeted Expense

Expense			
2161 Reserve Fund Contribution	0.00	0.00	0.00
5021 Love Gifts Collected	12.50	0.00	-12.50
5041 Value of Gifts in Kind	113.96	0.00	-113.96
5500 Miscellaneous-Unbudgeted	0.00	0.00	0.00

Total Expense	126.46	0.00	-126.46
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TOTAL EXPENSE	\$ 57486.99	\$ 62345.00	\$ 4858.01
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NET INCOME (LOSS)	\$ 3315.34	\$ 500.00	\$ 2815.34
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\$3315+

Covenant MCC
Balance Sheet-Total All Funds- OCT
October 31, 1995

ASSETS

Checking		
50	Checking	(15) \$ 8023.81
8050	Checking-Tuscaloosa	2126.41
Total Checking		10150.22
Savings		
2002	Agape House Savings	140.34
1802	Anniv.Savings	204.55
1002	Building Fund Savings	63158.63
1202	CAF Savings	255.27
1702	Capital Savings	1012.07
1602	Copier Svc. Savings	0.00
1302	Dist.Conf.Savings	1461.17
1402	Gen.Conf.Savings	-50.00
1902	Piano Fund Savings	553.01
1102	Reserve Savings	977.33
1152	Retirement Savings	505.00
1502	Scholarship Savings	613.80
Total Savings		68831.17
Other investments		
1009	Certif.of Deposit-Bldg.	4000.00
1109	Certif.of Deposit-Resv.	6000.00
Total Other investments		10000.00
Other assets		
597	Advances	0.00
9598	Post Office Deposit	75.00
Total Other assets		75.00
TOTAL ASSETS		\$ 89056.39
		=====

LIABILITIES

Other liabilities		
5051	Event Escrow	\$ -31.00
5022	Love Offering Escrow	0.00
8999	T'loosa Parish Escrow	0.00
5030	W'holding to Transfer	0.00
5010	Youth Offering Escrow	-2.00
Total Other liabilities		-33.00
TOTAL LIABILITIES		\$ -33.00

Covenant MCC
Balance Sheet-Total All Funds- OCT
October 31, 1995

EQUITY

Fund balance		
2001	Agape Fund	(11) \$ 140.34
1801	Anniversary Fund	204.55
1001	Building Fund	(9) 66838.63
1701	Capital Projects Fund	1012.07
1201	Community Assist. Fund	255.27
1601	Copier Fund	(14) 0.00
598	Deposits	75.00
1301	District Conf. Fund	1461.17
1401	Gen. Conf. Fund	-50.00
1901	Piano Fund	553.01
1101	Reserve Fund	6977.33
1151	Retirement Fund	505.00
1501	Scholarship Fund	613.80
Total Fund balance		78586.17
Net		\$ 10503.22
TOTAL EQUITIES		\$ 89089.39
		=====
TOTAL LIABILITIES & EQUITY		\$ 89056.39
		=====

analysis
For Selected Accounts and All Transaction Types
October 1, 1995 through October 31, 1995

AGAPE HOUSE SAVINGS - 2002 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
							BEGINNING BALANCE = \$	134.34
10/01/95	Othr Rct	3		Interest			\$	1.00 Y
	Inc Incr	[3]	Int.Income-Agape Fund					
10/01/95	Deposit	22		MemPlus Deposit			\$	5.00 N
	Inc Incr	[22]	Agape House Income (NT)	M+: Agape House Income (M				
							ENDING BALANCE = \$	140.34
							Total Deposit : \$	5.00
							Total Other Receipt : \$	1.00
							=====	

ANNIV.SAVINGS - 1802 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
							BEGINNING BALANCE = \$	202.55
10/01/95	Othr Rct	9		Interest			\$	2.00 Y
	Inc Incr	[9]	Int.Income-Anniv.Fund					
							ENDING BALANCE = \$	204.55
							Total Other Receipt : \$	2.00
							=====	

CAF SAVINGS - 1202 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
							BEGINNING BALANCE = \$	160.77
10/01/95	Othr Rct	7		Interest			\$	1.00 Y
	Inc Incr	[8]	Int.Income-CAF					
10/29/95	Deposit	53		MemPlus Deposit			\$	150.50 N
	Inc Incr	[31]	CAF Contributions (NT)	M+: CAF Contributions (NT				
10/29/95	Deposit	54		MemPlus Deposit			\$	38.00 N
	Inc Incr	[32]	CAF Contributions (NT)	M+: CAF Contributions (NT				
10/31/95	Withdraw	13		reimburse checking			\$	-175.00 N
	Exp Incr	[13]	Xfr.Fm.CAF to Chk.	to cover caf disb				
10/31/95	Deposit	55		xfr fm checking			\$	80.00 N
	Inc Incr	[21]	Xfr.Fm.Chking to CAF	xfr 2467				
							ENDING BALANCE = \$	255.27
							Total Deposit : \$	268.50
							Total Other Receipt : \$	1.00
							Total Withdrawal : \$	-175.00
							=====	

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analysis
For Account Building Fund Savings - 1002 and All Transaction Types
October 1, 1995 through October 31, 1995

BUILDING FUND SAVINGS - 1002 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
							BEGINNING BALANCE = \$	6221.40
10/01/95	Othr Rct	15		Interest			\$	46.34 Y
	Inc Incr	[12]	Int.Income-bldg fnd					
10/01/95	Deposit	168		MemPlus Deposit			\$	6805.00 N
	Inc Incr	[147]	Pledges - Building (NT)	M+: Pledges - Building (M				
10/01/95	Deposit	169		MemPlus Deposit			\$	45.00 N
	Inc Incr	[148]	Pledges - Building (NT)	M+: Pledges - Building (M				
10/08/95	Deposit	170		MemPlus Deposit			\$	12180.00 N
	Inc Incr	[149]	Pledges - Building (NT)	M+: Pledges - Building (M				
10/09/95	Othr Rct	10		Raffle Ticket Money			\$	60.00 N
	Inc Incr	[4]	Special Bldg.Fund (NT)	ticket money				
10/09/95	Deposit	171		MemPlus Deposit			\$	1110.00 N
	Inc Incr	[150]	Pledges - Building (NT)	M+: Pledges - Building (M				
10/15/95	Othr Rct	11		Raffle Ticket Money			\$	150.00 N
	Inc Incr	[5]	Special Bldg.Fund (NT)	ticket money				
10/15/95	Othr Rct	12		Dinner			\$	257.00 N
	Inc Incr	[6]	Special Bldg.Fund (NT)					
10/15/95	Othr Rct	13		Interest from certf. of d			\$	415.89 N
	Inc Incr	[11]	Int.Income-bldg fnd	qtr.end 10/17/95				
10/15/95	Deposit	172		MemPlus Deposit			\$	200.00 N
	Inc Incr	[151]	Pledges - Building (NT)	M+: Pledges - Building (M				
10/15/95	Deposit	173		MemPlus Deposit			\$	130.00 N
	Inc Incr	[152]	Pledges - Building (NT)	M+: Pledges - Building (M				
10/16/95	Deposit	174		move CD to savings			\$	33000.00 N
	Othr Dec	[1]	Certif.of Deposit-Bldg.					
10/23/95	Othr Rct	14		Raffle Ticket Money			\$	421.00 N
	Inc Incr	[8]	Special Bldg.Fund (NT)	ticket money				
10/23/95	Deposit	175		MemPlus Deposit			\$	750.00 N
	Inc Incr	[153]	Pledges - Building (NT)	M+: Pledges - Building (M				
10/23/95	Deposit	176		MemPlus Deposit			\$	625.00 N
	Inc Incr	[154]	Pledges - Building (NT)	M+: Pledges - Building (M				
10/29/95	Deposit	177		MemPlus Deposit			\$	328.00 N
	Inc Incr	[155]	Pledges - Building (NT)	M+: Pledges - Building (M				
10/29/95	Deposit	178		MemPlus Deposit			\$	135.00 N
	Inc Incr	[156]	Pledges - Building (NT)	M+: Pledges - Building (M				
10/30/95	Othr Rct	16		Raffle Ticket Money			\$	94.00 N
	Inc Incr	[9]	Special Bldg.Fund (NT)	ticket money				
10/30/95	Deposit	179		w/h xfr			\$	85.00 N
	Inc Incr	[157]	Pledges - Building (NT)	xfr check 2457				
10/31/95	Deposit	180		xfr fm checking			\$	100.00 N
	Inc Incr	[19]	Xfr.Fm.Chking to Bldg.	xfr check 2467				
							ENDING BALANCE = \$	63158.63
							Total Deposit : \$	55493.00
							Total Other Receipt : \$	1444.23
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Government ACC
analysis
For Selected Accounts and All Transaction Types
October 1, 1995 through October 31, 1995

analysis
For Selected Accounts and All Transaction Types
October 1, 1995 through October 31, 1995

PIANO FUND SAVINGS - 1902 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	C1
							BEGINNING BALANCE = \$	548.01
10/01/95	Othr Rct	8		Interest			\$ 5.00	Y
	Inc Incr	[9]	Int.Income-Piano Fund					
							ENDING BALANCE = \$	553.01
							Total Other Receipt : \$	5.00

RESERVE SAVINGS - 1102 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	C1
							BEGINNING BALANCE = \$	800.25
10/01/95	Othr Rct	7		Interest			\$ 6.00	Y
	Inc Incr	[8]	Int.Income-Resv.Fund					
10/15/95	Othr Rct	6		Interest from certf. of d			\$ 171.08	Y
	Inc Incr	[7]	Int.Income-Resv.Fund					
							ENDING BALANCE = \$	977.33
							Total Other Receipt : \$	177.08

RETIREMENT SAVINGS - 1152 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	C1
							BEGINNING BALANCE = \$	375.00
10/30/95	Deposit	3		xfr fm checking			\$ 130.00	Y
	Inc Incr	[3]	Xfr.Fm.Chking to Retire. oct - 2456					
							ENDING BALANCE = \$	505.00
							Total Deposit : \$	130.00

SCHOLARSHIP SAVINGS - 1502 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	C1
							BEGINNING BALANCE = \$	609.80
10/01/95	Othr Rct	6		Interest			\$ 4.80	Y
	Inc Incr	[7]	Int.Income-Schl.Fund					
							ENDING BALANCE = \$	613.80
							Total Other Receipt : \$	4.00

CAPITAL SAVINGS - 1702 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	C1
							BEGINNING BALANCE = \$	904.07
10/01/95	Othr Rct	7		Interest			\$ 8.00	Y
	Inc Incr	[8]	Int.Income-Capital Eq.					
10/31/95	Deposit	18		xfr fm checking			\$ 100.00	Y
	Inc Incr	[17]	Xfr.Fm.Chking to Cap.	chk #2467				
							ENDING BALANCE = \$	1012.07
							Total Deposit : \$	100.00
							Total Other Receipt : \$	8.00

DIST.CONF.SAVINGS - 1302 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	C1
							BEGINNING BALANCE = \$	1345.17
10/01/95	Othr Rct	5		Interest			\$ 11.00	Y
	Inc Incr	[5]	Int.Income-D.C.Fund					
10/31/95	Withdraw	7		reimburse checking			\$ -120.00	Y
	Exp Incr	[7]	Xfr.Fm.Dist.Conf.to Chk.	registration-MR,SP,SL				
10/31/95	Deposit	30		xfr fm checking			\$ 150.00	Y
	Inc Incr	[31]	Xfr.Fm.Chking To D.Conf.	xfr chk #2467				
10/31/95	Deposit	31		xfr fm checking			\$ 75.00	Y
	Inc Incr	[32]	Xfr.Fm.Chking To D.Conf.	xfr chk #2467				
							ENDING BALANCE = \$	1461.17
							Total Deposit : \$	225.00
							Total Other Receipt : \$	11.00
							Total Withdrawal : \$	-120.00

GEN.CONF.SAVINGS - 1402 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	C1
							BEGINNING BALANCE = \$	-50.10
10/24/95	Othr Rct	6		Interest			\$ 0.10	Y
	Inc Incr	[7]	Int.Income-G.C.Fund					
							ENDING BALANCE = \$	-50.00
							Total Other Receipt : \$	0.10

Covenant MCC
TUSCALOOSA Fund-Actual vs Budgeted- OCT

	10/01/95- 10/31/95 ACTUAL	10/01/95- 10/31/95 BUDGET	DOLLAR VARIANCE
INCOME			
Income			
Tuscaloosa Income			
8001 Tuscaloosa Income (T)	\$ 726.00	\$ 594.00	\$ 132.00
Total Tuscaloosa Income	726.00	594.00	132.00
Tuscaloosa Non-Tithe Income			
8002 To Tusc. FM B'ham	0.00	0.00	0.00
Total Tuscaloosa Non-Tithe Income	0.00	0.00	0.00
Total Income	726.00	594.00	132.00
TOTAL INCOME (16)	\$ 726.00	\$ 594.00	\$ 132.00

EXPENSE

Expense			
Tuscaloosa Expenses			
8075 Tusc. Phone	\$ 25.58	\$ 26.00	\$ 0.42
8076 Tusc. Rent	275.00	239.00	-36.00
8077 Tusc. Leader Travel	30.00	65.00	35.00
8078 Tusc. Tithes	108.90	85.00	-23.90
8079 Tusc. Supplies	11.50	0.00	-11.50
8080 Tusc. Promotion	69.00	36.00	-33.00
Total Tuscaloosa Expenses	519.98	451.00	-68.98
Total Expense	519.98	451.00	-68.98
TOTAL EXPENSE (17)	\$ 519.98	\$ 451.00	\$ -68.98

NET INCOME (LOSS) \$ 206.02 \$ 143.00 \$ 63.02
=====

Covenant MCC
TUSCALOOSA Fund-Actual vs Budgeted- YTD

	01/01/95- 10/31/95 ACTUAL	01/01/95- 10/31/95 BUDGET	DOLLAR VARIANCE
INCOME			
Income			
Tuscaloosa Income			
8001 Tuscaloosa Income (T)	\$ 7845.19	\$ 6416.00	\$ 1429.19
Total Tuscaloosa Income	7845.19	6416.00	1429.19
Tuscaloosa Non-Tithe Income			
8002 To Tusc. FM B'ham	75.00	0.00	75.00
Total Tuscaloosa Non-Tithe Income	75.00	0.00	75.00
Total Income	7920.19	6416.00	1504.19
TOTAL INCOME	\$ 7920.19	\$ 6416.00	\$ 1504.19

EXPENSE

Expense			
Tuscaloosa Expenses			
8075 Tusc. Phone	\$ 287.28	\$ 224.00	\$ -63.28
8076 Tusc. Rent	2650.00	2866.00	216.00
8077 Tusc. Leader Travel	1515.00	1651.00	136.00
8078 Tusc. Tithes	1169.44	850.00	-319.44
8079 Tusc. Supplies	209.86	0.00	-209.86
8080 Tusc. Promotion	424.55	360.00	-64.55
Total Tuscaloosa Expenses	6256.13	5951.00	-305.13
Total Expense	6256.13	5951.00	-305.13
TOTAL EXPENSE	\$ 6256.13	\$ 5951.00	\$ -305.13

NET INCOME (LOSS) \$ 1664.06 \$ 465.00 \$ 1199.06
=====

FINANCE COMMITTEE

Meeting of October 30, 1995

1. Discussed budgets as attached.
2. Emmett reports that many items have been purchased.

Respectfully submitted,

Allan Francis, Chairperson

CMCC 1996 BUDGET WORKSHEET - lease

Adopted by Finance Committee on 10/30/95
Adopted by

<u>BUDGET ITEM</u>	<u>MTHY BUD *exp</u>	<u>1995 YTD AVG</u>	<u>1994 YTD AVG</u>	<u>COMMENTS</u>	<u>BASE BUDGET</u>	<u>PR RA ITE</u>
<u>WORSHIP</u>						
RENT - lease building this used to be warehouse	\$67	\$	\$	Estimated rent for space	\$2200	
WORSHIP SUPPLIES	\$50	\$59	\$42	candles, wafers, juice, visitor cards, copy paper for bulletins (colored), cleaning alter cloths, minor items	\$60	
MUSIC MINISTRIES	\$200	\$163	\$42	all music purchase, copyright fees special projects	\$175	
<u>OPERATIONS</u>						
<u>MAINTENANCE</u>	\$125	\$55	\$63	Semi-annual carpet cleaning, tuning piano & organ, minor equipment, repairs, cleaning supplies	\$50	
UTILITIES	\$700	\$696	\$n/a	electric, gas & water for the lease building	\$700	
TELEPHONE	\$78	\$49	\$65	basic phone plus pastor's long distance calls	\$50	
ADMIN. SUPPLIES	\$35	\$47	\$26	basic office supplies, copier paper	\$40	
COPIER CONTRACT	\$110	\$164	n/a	copier contract	\$186	
POSTAGE	\$25	\$24	\$27	admin. postage, church business (not included in other funds)	\$30	
INSURANCE	\$50	\$61	\$48	contents, liability, some medical	\$85	
BANK CHARGES	\$5	\$8	\$2	bank charges, fees & checks	\$10	
<u>OUTREACH</u>						
<u>EVANGELISM</u>	\$125	\$65	\$67	concerts/special speakers - all expenses (ads, travel, food, per diem, posters, flyers)	\$50	
				outreach - Pride events, cards, posters		
REGULAR	\$150	\$48	\$36	ad in 'Forum', other ads if budget allows	\$40	
ADVERTISEMENTS						
NEWSLETTER	\$100	\$107	\$61	paper, postage, postal fees	\$100	
SPECIAL	\$25	\$28	\$59	drama, puppets	\$10	
PROGRAMS						
<u>BENEVOLENCE</u>						
BAO CONTRIBUTION	\$80	\$71	\$73	contribution	\$50	**
CAF CONTRIBUTION	\$80	spent \$1880	spent \$98mo	contribution to savings	\$80	**
1917 CLINIC	\$80	\$71	\$73	contribution	\$50	**
CONTRIBUTION						
COMM. INFO LINE	\$25	\$19	\$23	contribution	\$15	**
CONTRIB.						
GLOBAL OUTREACH	\$50	\$17		contrib. if budget allows	\$25	**
OTHER CONTRIB.	\$25	\$14	\$5	contrib. if budget allows	\$25	**
AGAPE HOUSE				contrib. if budget allows	\$70	**

CMCC 1996 BUDGET WORKSHEET

<u>BUDGET ITEM</u>	<u>MTHY BUD *exp</u>	<u>1995 YTD AVG</u>	<u>1994 YTD AVG</u>	<u>COMMENTS</u>	<u>BASE BUDGET</u>
<u>CONGREGATIONAL</u>					
<u>CARE</u>					
SOCIAL & HOSPITALITY	\$100	\$98	\$72	potluck, kitchen supplies, fun nite, special food items	\$50
DEACON'S FUND	\$40	\$14	\$28	letters, cards, postage, supplies	\$30
MEMORIALS	\$50	\$21	\$5	flowers if budget allows	\$15
<u>EDUCATION</u>					
SUN. SCH.	\$20	\$18	\$28	sun. sch. supplies, books	\$20
BIBLE STUDY	\$10	\$0	\$5	bible study supplies, books	\$5
STUDY COURSES	\$10	\$1	\$4	supplies, paper, books	\$5
INQUIRER CLASS	\$20	\$13	\$15	pamphlets, food,	\$10
YOUTH MINISTRIES	\$40	\$9	\$40	supplies, books	\$20
LIBRARY	\$20	\$6		books - if budget allow	\$20
<u>FUNDING/SAVINGS</u>					
DIST. CONF. FUND CONTRIBUTION	\$150	spent \$515	spent \$165m	lay delegate(s) savings fund	\$130
GEN. CONF. FUND CONTRIBUTION	\$50	spent \$2724		savings fund for lay delegate(s) & pastor - if budget allows	\$50
SCHOLARSHIP FUND CONTRIBUTION	\$25	\$8	spent \$1 mo	savings for needy student clergy if budget allows	\$10
BLDG. FND. CONTR.	\$100	spent \$800		savings contribution	\$100
CAP. EQUIP. FUND CONTRIBUTION	\$100	spent \$904	spent \$79mo	savings contribution for major equipment items	\$100
ANNIVERSARY FUND CONTRIBUTION	\$100	spent \$461	spent \$55mo	savings for annual event - travel, ads, flyers, - if budget allows	\$100
<u>UFMCC</u>					
PENSION FUND	\$100	\$87	\$73	quarterly contrib. \$.75 per member	\$95
UFMCC TITHE	\$649	\$602	\$530	monthly 10% of gross	\$650
GLAD TITHE	\$324	\$301	\$265	monthly 5% of gross	\$325
<u>STAFF</u>					
PASTOR COMP.					
housing	\$800			allowance paid to pastor	\$800
travel	\$75			allowance paid to pastor	\$75
insurance	\$110			paid direct to suppliers	\$110
compensation	\$930			paid direct to pastor	\$930
conferences	\$75			savings for conferences	\$65
retirement fund	\$130			pay to fund manager(s)	\$130
CHAMBERLAIN	\$108	\$108		comp - \$25 wk	<u>\$108</u>
TOTAL	6486	5743		per month	\$8064

** items may be prorated if full budget not reached for a specific month

CMCC 1996 BUDGET WORKSHEET - mortgage

Adopted by Finance Committee on 10/30/95
Adopted by

<u>BUDGET ITEM</u>	<u>MTHY</u> <u>BUD</u> <u>*exp</u>	<u>1995</u> <u>YTD</u> <u>AVG</u>	<u>1994</u> <u>YTD</u> <u>AVG</u>	<u>COMMENTS</u>	<u>BASE</u> <u>BUDGET</u>
WORSHIP					
WORSHIP SUPPLIES	\$50	\$59	\$42	candles, wafers, juice, visitor cards, copy paper for bulletins (colored), cleaning alter cloths, minor items monthly payment	\$60
MORTGAGE					\$2200
MUSIC MINISTRIES	\$200	\$163	\$42	all music purchase, copyright fees special projects	\$175
OPERATIONS					
MAINTENANCE - ROUTINE	\$125	\$55	\$63	Semi-annual carpet cleaning, tuning piano & organ, minor equipment, repairs, cleaning supplies	\$50
UTILITIES	\$700	\$696	\$n/a	electric, gas & water for the two buildings	\$700
TELEPHONE	\$78	\$49	\$65	basic phone plus pastor's long distance calls	\$50
ADMIN. SUPPLIES	\$35	\$47	\$26	basic office supplies, copier paper	\$40
COPIER CONTRACT	\$110	\$164	n/a	savings for annual copier contract	\$186
POSTAGE	\$25	\$24	\$27	admin. postage, church business (not included in other funds)	\$30
INSURANCE	\$50	\$61	\$48	contents, liability, some medical	\$217+
BANK CHARGES	\$5	\$8	\$2	bank charges, fees & checks	\$10
OUTREACH					
EVANGELISM	\$125	\$65	\$67	concerts/special speakers - all expenses (ads, travel, food, per diem, posters, flyers) outreach - Pride events, cards, posters	\$50
REGULAR ADVERTISEMENTS	\$150	\$48	\$36	ad in "Forum"; other ads if budget allows	\$40
NEWSLETTER	\$100	\$107	\$61	paper, postage, postal fees	\$100
SPECIAL PROGRAMS	\$25	\$28	\$59	drama, puppets	\$10
BENEVOLENCE					
BAO CONTRIBUTION	\$80	\$71	\$73	contribution	\$50
CAF CONTRIBUTION	\$80	spent \$1880	spent \$98mo	contribution to savings	\$80
1917 CLINIC CONTRIBUTION	\$80	\$71	\$73	contribution	\$50
COMM. INFO LINE CONTRIB	\$25	\$19	\$23	contribution	\$15
GLOBAL OUTREACH	\$50	\$17		contrib. if budget allows	\$25
OTHER CONTRIB	\$25	\$14	\$5	contrib. if budget allows	\$25
AGAPE HOUSE				contrib. if budget allows	\$70

CMCC 1996 BUDGET WORKSHEET

<u>BUDGET ITEM</u>	<u>MTHY</u> <u>BUD</u> <u>*exp</u>	<u>1995</u> <u>YTD</u> <u>AVG</u>	<u>1994</u> <u>YTD</u> <u>AVG</u>	<u>COMMENTS</u>	<u>BASE</u> <u>BUDGET</u>
CONGREGATIONAL CARE					
SOCIAL & HOSPITALITY	\$100	\$98	\$72	potluck, kitchen supplies, fun nite, special food items	\$50
DEACON'S FUND	\$40	\$14	\$28	letters, cards, postage, supplies	\$30
MEMORIALS	\$50	\$21	\$5	flowers if budget allows	\$15
EDUCATION					
SUN. SCH.	\$20	\$18	\$28	sun. sch. supplies, books	\$20
BIBLE STDY	\$10	\$0	\$5	bible study supplies, books	\$5
STUDY COURSES	\$10	\$1	\$4	supplies, paper, books	\$5
INQUIRER CLASS	\$20	\$13	\$15	pamphlets, food,	\$10
YOUTH MINISTRIES	\$40	\$9	\$40	supplies, books	\$10
LIBRARY	\$20	\$6		books - if budget allow	\$20
FUNDING/SAVINGS					
DIST. CONF. FUND CONTRIBUTION	\$150	spent \$515	spent \$165m	lay delegate(s) savings fund	\$130
GEN. CONF. FUND CONTRIBUTION	\$50	spent \$2724		savings fund for lay delegate(s) & pastor - if budget allows	\$50
SCHOLARSHIP FUND CONTRIBUTION	\$25	\$8	spent \$1 mo	savings for needy student clergy if budget allows	\$10
MAINTENANCE FUND SAVINGS CONTRIB.				regular contribution to savings for major repairs	\$200 +
CAP. EQUIP. FUND CONTRIBUTION	\$100	spent \$904	spent \$79mo	savings contribution for major equipment items	\$100
ANNIVERSARY FUND CONTRIBUTION	\$100	spent \$461	spent \$55mo	savings for annual event - travel, ads, flyers, - if budget allows	\$100
UFMCC					
PENSION FUND	\$100	\$87	\$73	quarterly contrib. \$.75 per member	\$95
UFMCC TITHE	\$649	\$602	\$530	monthly 10% of gross	\$650
GLAD TITHE	\$324	\$301	\$265	monthly 5% of gross	\$325
STAFF					
PASTOR COMP.					
housing	\$800			allowance paid to pastor	\$800
travel	\$75			allowance paid to pastor	\$75
insurance	\$110			paid direct to suppliers	\$110
compensation	\$930			paid direct to pastor	\$930
conferences	\$75			savings for conferences	\$65
retirement fund	\$130			pay to fund manager(s)	\$130
CHAMBERLAIN	\$108	\$108		comp - \$25 wk	\$108
TOTAL	6486	5743		per month	\$8276

** Items may be prorated if full budget not reached for a specific month

	<u>Building Fund</u>	<u>Piano Fund</u>
Total Funds	\$70,000	\$553
Pledge		2500
move fund	<u>-6947</u>	<u>6947</u>
	63053	\$10,000
tied up in CD		
use for repair savings	<u>-4000</u>	
	59053	
down payment	<u>-51000</u>	
	8053	
closing??	<u>-4100</u> (atty fees) survey \$300	
	3953	
furnishings	<u>-1000</u>	
	2953	
	\$3953	

8.5-10.5 int.
1/2 to 1 1/2 pts
closing.

NBC & Highland
no cosigners upfront
until committee met.
3-5 have volunteered.

at 9% \$2069¹⁰ (18 mos)

Balloon at 5 years
\$163,338

If all money went in
\$152,000

\$1000 earnest money.

Loan process - Allan to put together package - 3 yrs & current
financing. Dennis Day to help Allan make finances look best.
Organization/structure/history (Marge Dennis to do). ~~Contract~~ to contract
surveyor. NBC & Highland Bank.

51 people \$5423⁰⁰ —

Bldg. fund
1-6/95 67900

1994-
74,000 (6169⁰⁰ mo)
1995
94,000 (78,000⁰⁰ mo)

PASTOR'S REPORT

November 13, 1995

Since September 11, I have done the following:

Attended meetings:	5
Attended Worship	11
Preached:	6
Consecrated communion	5
Taught classes	9
Led groups	4
Counseling Sessions	3
Holy Union Counseling	1
Supervision meetings	2 (student clergy and deacons)
Attended AIDS walk	1
Appeared on Television	2

BUILDING UPDATE: Vote 11/12/95 was 55 for mortgage, 3 for lease, 2 abstentions for purchase of the building. Building fund now is at \$70,000.

MEMBERSHIP: Membership is now 124. There will be more drops in December.

POTENTIAL NEW MEMBERS: We have 7 people who have attended Inquirer's classes at the 9:30 hour. Three people joined the church on 11/12/95.

TV APPEARANCE: The Shelley Stewart show aired 11/5 and 11/12. Four men attended service on 11/12 as a result of the appearance. I received 5 phone calls from community members related to the show.

STUDENT CLERGY: Greg Bullard is now in Memphis, pastoral leader of the church there, and has a secular job in Memphis. He will probably enter seminary there (Cumberland Presbyterian) in the spring. They have accepted the pastor of another church which ministers in the gay community and a transsexual.

CHILDREN'S MOMENT: Three people attended the Children's Moment workshop 10/19.

CHRISTIAN EDUCATION: I will be teaching Old Testament in the Winter term, New Testament in the Spring Term for Samaritan. These classes will be open to church members.

AIDS MINISTRY: Care Teams report that Stan Lee is not doing well. I took communion to him on 11/12. Phillip Evatt is being difficult (lots of acting out) and making the Care Team's life difficult. Tommy Kitchens is a saint and grateful for visits.

CATHEDRAL OF HOPE TAPES: Emmett Wright has volunteered to deliver tapes to the cable station. Someone from the community has also contacted Cathedral of Hope to do this. I will straighten it out with C of H.

MUSIC COPYRIGHT. Music Copyright report booklet was filed with the licenser. I am trying, as much as possible to use any inclusive language hymns from the Hymnal Project.

SOCIAL ACTIVITIES/FUND RAISERS: The after-church dinners at the church have been well- received and people seem willing to spend the \$5.00 for the dinner. We had an excellent turnout for the Thanksgiving potluck, with food left over, even though we fed about 100 people. Greg was able to set up 13 tables (104 seats) and I saw only 3 empty places. Leftovers were served as a light supper and refreshments after the evening service. A light supper potluck is planned for Christmas eve at 8:00 p.m. with the evening service to follow at 10:30. There will be no 7 p.m. service and this needs to be announced in the newsletter. Larry Cooper and Mark Gargus have volunteered to produce an after-church dinner in January and would like additional volunteers to help. This will be a fund-raiser for the mortgage.

HOLY UNIONS: I have requests for three holy unions, all for members of the church. One couple who asked me to perform their holy union went to the Unitarians for their service, since they had not been together for a year, and the UUs did their service. Another couple will probably go to Pete Smith for their service, because they have not been together for a year.

CHRISTMAS: Cantata will be the evening of December 17th, with reception after the service. Christmas eve will be a Christmas potluck dinner (turkey, ham, etc.) at 8:00 p.m. with the evening candlelighting service to follow at 10:30.

NEW YEAR'S EVE: There will be music and games following the evening service, for those who do not wish to go to bars, etc.

DISTRICT CONFERENCE: District Conference is November 17,18, 19 in Ashville. I have been appointed to the District Board of Ordained Ministry which meets Friday at noon. I will leave Thursday night and spend the night in Atlanta then drive to Ashville the next day.

ANNIVERSARY: I would like the Board to suggest a budget for the Anniversary, and I will ask the Council on Ministries to make whatever plans we can within that budget. Troy Perry will be here, and we have suggested a dinner at the church on Saturday evening with Troy as dinner speaker. The cost of the dinner would help defray the expenses of bringing Troy in (probably \$15.00, with a roast beef/chicken choice of dinner entree. Some people do not eat red meat and an alternative should be offered.)

Respectfully submitted,
Rev. Marge Ragona

\$204.00 contact Paul re
travel.

~~24~~

12/3 Mond. ~~thurs~~ busy

10 Emmett

17 Mark H. —

24 ~~Mark~~ William

31 Allee

BOARD OF DIRECTORS MEETING

Monday November 14, 1994

Itinerary:

Prayer

Roll Call- Allan, Dennis, Emmett, Greg, Marge, Sally.

Reading of the minutes

Report from Committees

- ✓ Treasurer
- ✓ Finance
- ✓ Building and Grounds
- ✓ Pastors
- ✗ Personnel
- ✗ Special

B+G

Unfinished Buisness

Tabled

Prev. Vote

New Business

✓ Tuscaloosa
✓ Funds for wires
Covenant 2000

Miscellaneous

CD to produce
approx. 9650 more.

Adjournment

Mage

Treasurer's Report - October, 1994

INCOME:

\$5810
Tithable income was \$5690 plus 120 (A1) for this month. That pushed the budget funding to part of item 18 (B2).

EXPENSES:

The expenses of \$4993 (B3) was \$970 (B4) under budget. The unbudgeted expense (B5) was for the sign post.

SAVINGS DEPOSITS:

\$930 was transferred to savings (A6) for Community Assistance Fund, Building Fund, Copier Fund, District Conference Fund, General Conference Fund, & Capital Equipment Fund.

BUILDING FUND:

Direct pledge and open plate contributions were \$301 (E7) bringing the total to \$34,023 (C8). A certificate of deposit was purchased with \$33,000 at 5% interest for one year (C9). Interest will be deposited back into the regular savings account (C10). *(building fund)*

COMMUNITY ASSISTANCE FUND:

There were \$123 in designated and open plate contributions (F11). The balance is now \$472 (F12).

BALANCE SHEET:

The liquid reserve (available funds in checking account) ended with \$12,274 (C12). The district conference fund now has \$332 (F14).

OTHER:

1. The Fellowship Day open plate collection was \$64 (A15).
2. There was a \$120 designated gift for the Tuscaloosa Parish (A16). Some more modifications are needed in the accounting package.

Respectfully submitted,

ALLAN FRANCIS, Treasurer

Covenant Metropolitan Community Church
Funding Of Photocopier Down Payment

Budgeted Expenses		Jan	Feb	Mar	Apr	May	Jun	Total
Prayer Bear Program	Actual	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Old Budget	25.00	25.00	25.00	25.00	25.00	25.00	150.00
	New Budget	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Difference	25.00	25.00	25.00	25.00	25.00	25.00	150.00
Birmingham AIDS Outreach	Actual	50.00	50.00	50.00	50.00	60.00	60.00	320.00
	Old Budget	50.00	50.00	50.00	60.00	60.00	60.00	330.00
	New Budget	50.00	50.00	50.00	60.00	60.00	60.00	330.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Community Assistance Fund	Actual	50.00	50.00	0.00	50.00	60.00	0.00	210.00
	Old Budget	50.00	50.00	50.00	60.00	60.00	60.00	330.00
	New Budget	50.00	50.00	50.00	60.00	60.00	60.00	330.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1917 Clinic	Actual	59.45	50.00	50.00	50.00	60.00	60.00	329.45
	Old Budget	50.00	50.00	50.00	60.00	60.00	60.00	330.00
	New Budget	50.00	50.00	50.00	60.00	60.00	60.00	330.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Community Info.Line	Actual	0.00	30.00	15.00	15.00	15.00	15.00	90.00
	Old Budget	15.00	15.00	15.00	15.00	15.00	15.00	90.00
	New Budget	15.00	15.00	15.00	15.00	15.00	15.00	90.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other	Actual	0.00	0.00	0.00	0.00	0.00	50.00	50.00
	Old Budget	25.00	25.00	25.00	25.00	25.00	25.00	150.00
	New Budget	0.00	0.00	0.00	0.00	25.00	25.00	50.00
	Difference	25.00	25.00	25.00	25.00	0.00	0.00	100.00

Outreach & Benev. Subtotal	Actual	194.45	215.00	346.41	201.00	231.00	401.50	1,589.36
	Old Budget	350.00	350.00	350.00	380.00	380.00	380.00	2,190.00
	New Budget	200.00	300.00	250.00	330.00	355.00	355.00	1,790.00
	Difference	150.00	50.00	100.00	50.00	25.00	25.00	400.00
=====								
CONGREGATIONAL CARE:								
Fellowship Committee	Actual	0.00	0.00	3.88	182.67	1.22	40.00	227.77
	Old Budget	50.00	50.00	50.00	60.00	60.00	60.00	330.00
	New Budget	50.00	50.00	45.00	60.00	5.00	40.00	250.00
	Difference	0.00	0.00	5.00	0.00	55.00	20.00	80.00
Newsletter	Actual	0.00	0.00	0.00	0.00	0.00	21.49	21.49
	Old Budget	75.00	75.00	75.00	100.00	100.00	100.00	525.00
	New Budget	0.00	0.00	0.00	0.00	0.00	25.00	25.00
	Difference	75.00	75.00	75.00	100.00	100.00	75.00	500.00
Deacon's Fund	Actual	0.00	0.00	0.00	7.00	0.00	0.00	7.00
	Old Budget	30.00	30.00	30.00	40.00	40.00	40.00	210.00
	New Budget	0.00	2.00	5.00	10.00	10.00	20.00	47.00
	Difference	30.00	28.00	25.00	30.00	30.00	20.00	163.00

Covenant Metropolitan Community Church
Funding Of Photocopier Down Payment

Budgeted Expenses		Jan	Feb	Mar	Apr	May	Jun	Total
Photo Copier Service Contract	Actual	50.00	50.00	0.00	50.00	50.00		200.00
	Old Budget	50.00	50.00	50.00	50.00	50.00	50.00	300.00
	New Budget	50.00	50.00	50.00	50.00	50.00	50.00	300.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Building Fund	Actual	100.00	100.00	0.00	100.00	150.00		450.00
	Old Budget	100.00	100.00	100.00	150.00	150.00	150.00	750.00
	New Budget	100.00	100.00	100.00	150.00	150.00	150.00	750.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Capital Proj(Non-Bldg)	Actual	50.00	50.00	0.00	50.00	75.00		225.00
	Old Budget	50.00	50.00	50.00	75.00	75.00	75.00	375.00
	New Budget	50.00	50.00	50.00	75.00	75.00	75.00	375.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Anniversary	Actual	100.00	100.00	0.00	100.00	100.00		400.00
	Old Budget	100.00	100.00	100.00	100.00	100.00	100.00	600.00
	New Budget	100.00	100.00	100.00	100.00	100.00	100.00	600.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Funding Subtotal	Actual	500.00	731.64	0.00	500.00	575.00	0.00	2,306.64
	Old Budget	500.00	500.00	500.00	575.00	575.00	575.00	3,225.00
	New Budget	500.00	500.00	500.00	575.00	575.00	575.00	3,225.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
=====								
TITHE:								
UFMCC Tithe	Actual	\$510.54	\$517.25	\$390.92	\$483.53	542.89	491.76	2,936.89
	Old Budget	339.00	339.00	339.00	380.00	380.00	380.00	2,157.00
	New Budget	339.00	339.00	339.00	380.00	380.00	380.00	2,157.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GLAD Tithe	Actual	255.27	258.63	195.46	223.76	289.45	245.88	1,468.45
	Old Budget	169.00	169.00	169.00	190.00	190.00	190.00	1,077.00
	New Budget	169.00	169.00	169.00	190.00	190.00	190.00	1,077.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
UFMCC Pension Fund	Actual	0.00	0.00	143.25	0.00	0.00	158.25	301.50
	Old Budget	65.00	65.00	65.00	70.00	70.00	70.00	405.00
	New Budget	65.00	65.00	65.00	70.00	70.00	70.00	405.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Tithe Subtotal	Actual	765.81	775.88	729.63	707.29	832.34	895.89	4,706.84
	Old Budget	573.00	573.00	573.00	640.00	640.00	640.00	3,639.00
	New Budget	573.00	573.00	573.00	640.00	640.00	640.00	3,639.00
	Difference	0.00	0.00	0.00	0.00	0.00	0.00	0.00
=====								
Total All Budgeted Expenses	Actual	3,317.29	3,655.87	2,586.38	4,274.15	3,839.47	3,167.17	20,840.33
	Old Budget	3,380.00	3,380.00	3,380.00	3,797.00	3,797.00	3,797.00	21,531.00
	New Budget	2,995.00	3,035.00	2,965.00	3,387.00	3,457.00	3,407.00	19,246.00
	Difference	385.00	345.00	415.00	410.00	340.00	390.00	2,285.00

Covenant Metropolitan Community Church
Funding Of Photocopier Payments

		Level A	Level B	Level C	Level D
STAFF:					
Pastor Compensation	Old Budget	500.00	625.00	750.00	875.00
	New Budget	500.00	625.00	750.00	875.00
	Difference	0.00	0.00	0.00	0.00
Music Staff	Old Budget	217.00	217.00	217.00	217.00
	New Budget	217.00	217.00	217.00	217.00
	Difference	0.00	0.00	0.00	0.00
Administrative	Old Budget	0.00	0.00	50.00	75.00
	New Budget	0.00	0.00	50.00	75.00
	Difference	0.00	0.00	0.00	0.00
Staff Subtotal	Old Budget	717.00	842.00	1,017.00	1,167.00
	New Budget	717.00	842.00	1,017.00	1,167.00
	Difference	0.00	0.00	0.00	0.00
=====					
WORSHIP:					
Rent-Sanctuary	Old Budget	500.00	500.00	500.00	500.00
	New Budget	500.00	500.00	500.00	500.00
	Difference	0.00	0.00	0.00	0.00
Worship Supplies	Old Budget	25.00	25.00	25.00	25.00
	New Budget	25.00	25.00	25.00	25.00
	Difference	0.00	0.00	0.00	0.00
Music Materials	Old Budget	20.00	20.00	30.00	30.00
	New Budget	20.00	20.00	30.00	30.00
	Difference	0.00	0.00	0.00	0.00
Worship Subtotal	Old Budget	545.00	545.00	555.00	555.00
	New Budget	545.00	545.00	555.00	555.00
	Difference	0.00	0.00	0.00	0.00
=====					
OPERATIONAL:					
Church Maintenance	Old Budget	100.00	125.00	140.00	150.00
	New Budget	100.00	110.00	125.00	135.00
	Difference	0.00	15.00	15.00	15.00
Utilities	Old Budget	175.00	200.00	225.00	250.00
	New Budget	175.00	200.00	225.00	250.00
	Difference	0.00	0.00	0.00	0.00
Telephone	Old Budget	60.00	65.00	70.00	75.00
	New Budget	60.00	65.00	70.00	75.00
	Difference	0.00	0.00	0.00	0.00
Admin/Office Supplies	Old Budget	25.00	25.00	25.00	25.00
	New Budget	25.00	25.00	25.00	25.00
	Difference	0.00	0.00	0.00	0.00
Postage	Old Budget	25.00	25.00	25.00	25.00
	New Budget	25.00	25.00	25.00	25.00
	Difference	0.00	0.00	0.00	0.00

Covenant Metropolitan Community Church
Funding Of Photocopier Payments

		Level A	Level B	Level C	Level D
Misc Photocopies	Old Budget	20.00	20.00	20.00	20.00
	New Budget	20.00	10.00	10.00	10.00
	Difference	0.00	10.00	10.00	10.00
Church Liab/Content Insurance	Old Budget	15.00	15.00	15.00	15.00
	New Budget	15.00	15.00	15.00	15.00
	Difference	0.00	0.00	0.00	0.00
Bank Charges	Old Budget	15.00	15.00	15.00	15.00
	New Budget	15.00	15.00	15.00	15.00
	Difference	0.00	0.00	0.00	0.00

Operational Subtotal	Old Budget	435.00	490.00	535.00	575.00
	New Budget	435.00	465.00	510.00	550.00
	Difference	0.00	25.00	25.00	25.00
=====					
OUTREACH & BENEVOL. PROGRAMS:					
Evangelism Expense	Old Budget	100.00	100.00	100.00	100.00
	New Budget	100.00	100.00	100.00	100.00
	Difference	0.00	0.00	0.00	0.00
Regular Alabama Forum Ad	Old Budget	35.00	35.00	35.00	35.00
	New Budget	35.00	35.00	35.00	35.00
	Difference	0.00	0.00	0.00	0.00
Clown Ministry	Old Budget	0.00	0.00	0.00	0.00
	New Budget	0.00	0.00	0.00	0.00
	Difference	0.00	0.00	0.00	0.00
Prayer Bear Program	Old Budget	25.00	25.00	25.00	25.00
	New Budget	25.00	20.00	20.00	20.00
	Difference	0.00	5.00	5.00	5.00
Birmingham AIDS Outreach	Old Budget	50.00	60.00	70.00	80.00
	New Budget	50.00	60.00	70.00	80.00
	Difference	0.00	0.00	0.00	0.00
Community Assistance Fund	Old Budget	50.00	60.00	70.00	80.00
	New Budget	50.00	60.00	70.00	80.00
	Difference	0.00	0.00	0.00	0.00
1917 Clinic	Old Budget	50.00	60.00	70.00	80.00
	New Budget	50.00	60.00	70.00	80.00
	Difference	0.00	0.00	0.00	0.00
Community Info.Line	Old Budget	15.00	15.00	15.00	15.00
	New Budget	15.00	15.00	15.00	15.00
	Difference	0.00	0.00	0.00	0.00
Other	Old Budget	25.00	25.00	25.00	25.00
	New Budget	25.00	25.00	25.00	25.00
	Difference	0.00	0.00	0.00	0.00

OUTREACH & BENEVOL. Subtotal	Old Budget	350.00	380.00	410.00	440.00
	New Budget	350.00	375.00	405.00	435.00
	Difference	0.00	5.00	5.00	5.00
=====					

Covenant Metropolitan Community Church
Funding Of Photocopier Payments

		Level A	Level B	Level C	Level D
CONGREGATIONAL CARE:					
Fellowship Committee	Old Budget	50.00	60.00	80.00	100.00
	New Budget	50.00	60.00	80.00	100.00
	Difference	0.00	0.00	0.00	0.00
Newsletter	Old Budget	75.00	100.00	125.00	150.00
	New Budget	75.00	50.00	75.00	100.00
	Difference	0.00	50.00	50.00	50.00
Deacon's Fund	Old Budget	30.00	40.00	50.00	50.00
	New Budget	30.00	30.00	40.00	40.00
	Difference	0.00	10.00	10.00	10.00
Flowers/Memorials	Old Budget	0.00	0.00	0.00	0.00
	New Budget	0.00	0.00	0.00	0.00
	Difference	0.00	0.00	0.00	0.00
=====					
CONGREGATIONAL CARE Subtotal	Old Budget	155.00	200.00	255.00	300.00
	New Budget	155.00	140.00	195.00	240.00
	Difference	0.00	60.00	60.00	60.00
=====					
EDUCATION:					
Library	Old Budget	30.00	50.00	40.00	40.00
	New Budget	30.00	30.00	20.00	20.00
	Difference	0.00	20.00	20.00	20.00
Sunday School Materials	Old Budget	25.00	25.00	25.00	25.00
	New Budget	25.00	20.00	20.00	20.00
	Difference	0.00	5.00	5.00	5.00
Bible Study Materials	Old Budget	25.00	25.00	25.00	25.00
	New Budget	25.00	20.00	20.00	20.00
	Difference	0.00	5.00	5.00	5.00
Inquirer's Classes	Old Budget	25.00	25.00	25.00	25.00
	New Budget	25.00	25.00	25.00	25.00
	Difference	0.00	0.00	0.00	0.00
=====					
Education Subtotal	Old Budget	105.00	125.00	115.00	115.00
	New Budget	105.00	95.00	85.00	85.00
	Difference	0.00	30.00	30.00	30.00
=====					
FUNDING:					
District Conference/Lay Delegate	Old Budget	50.00	50.00	75.00	75.00
	New Budget	50.00	50.00	75.00	75.00
	Difference	0.00	0.00	0.00	0.00
General Conference/Lay Delegate	Old Budget	50.00	50.00	75.00	75.00
	New Budget	50.00	50.00	75.00	75.00
	Difference	0.00	0.00	0.00	0.00
Student Clergy	Old Budget	100.00	100.00	100.00	100.00
	New Budget	100.00	100.00	100.00	100.00
	Difference	0.00	0.00	0.00	0.00

Covenant Metropolitan Community Church
Funding Of Photocopier Payments

		Level A	Level B	Level C	Level D
Photo Copier Service Contract	Old Budget	50.00	50.00	75.00	75.00
	New Budget	50.00	50.00	75.00	75.00
	Difference	0.00	0.00	0.00	0.00
Building Fund	Old Budget	100.00	150.00	175.00	200.00
	New Budget	100.00	150.00	175.00	200.00
	Difference	0.00	0.00	0.00	0.00
Capital Proj(Non-Bldg)	Old Budget	50.00	75.00	100.00	125.00
	New Budget	50.00	75.00	100.00	125.00
	Difference	0.00	0.00	0.00	0.00
Anniversary	Old Budget	100.00	100.00	100.00	100.00
	New Budget	100.00	100.00	100.00	100.00
	Difference	0.00	0.00	0.00	0.00
=====					
FUNDING Subtotal	Old Budget	500.00	575.00	700.00	750.00
	New Budget	500.00	575.00	700.00	750.00
	Difference	0.00	0.00	0.00	0.00
=====					
TITHE:					
UFMCC Tithe	Old Budget	339.00	380.00	432.00	470.00
	New Budget	339.00	380.00	432.00	470.00
	Difference	0.00	0.00	0.00	0.00
GLAD Tithe	Old Budget	169.00	190.00	216.00	235.00
	New Budget	169.00	190.00	216.00	235.00
	Difference	0.00	0.00	0.00	0.00
UFMCC Pension Fund	Old Budget	65.00	70.00	75.00	80.00
	New Budget	65.00	70.00	75.00	80.00
	Difference	0.00	0.00	0.00	0.00
=====					
TITHE Subtotal	Old Budget	573.00	640.00	723.00	785.00
	New Budget	573.00	640.00	723.00	785.00
	Difference	0.00	0.00	0.00	0.00
=====					
Total Budgeted Expenses	Old Budget	3,380.00	3,797.00	4,310.00	4,687.00
	New Budget	3,380.00	3,677.00	4,190.00	4,567.00
	Difference	0.00	120.00	120.00	120.00
=====					

Covenant Metropolitan Community Church
1993 Budget (Ammended)

	Level A	Level B	Level C	Level D
STAFF:				
Pastor Compensation	500.00	625.00	750.00	875.00
Music Staff	217.00	217.00	217.00	217.00
Administrative	0.00	0.00	50.00	75.00
Staff Subtotal	717.00	842.00	1,017.00	1,167.00
WORSHIP:				
Rent-Sanctuary	500.00	500.00	500.00	500.00
Worship Supplies	25.00	25.00	25.00	25.00
Music Materials	20.00	20.00	30.00	30.00
Worship Subtotal	545.00	545.00	555.00	555.00
OPERATIONAL:				
Church Maintenance	100.00	110.00	125.00	135.00
Utilities	175.00	200.00	225.00	250.00
Telephone	60.00	65.00	70.00	75.00
Admin/Office Supplies	25.00	25.00	25.00	25.00
Postage	25.00	25.00	25.00	25.00
Misc Photocopies	20.00	10.00	10.00	10.00
Church Liab/Content Insurance	15.00	15.00	15.00	15.00
Bank Charges	15.00	15.00	15.00	15.00
Operational Subtotal	435.00	465.00	510.00	550.00
OUTREACH & BENEVOL. PROGRAMS:				
Evangelism Expense	100.00	100.00	100.00	100.00
Regular Alabama Forum Ad	35.00	35.00	35.00	35.00
Clown Ministry	0.00	0.00	0.00	0.00
Prayer Bear Program	25.00	20.00	20.00	20.00
Birmingham AIDS Outreach	50.00	60.00	70.00	80.00
Community Assistance Fund	50.00	60.00	70.00	80.00
1917 Clinic	50.00	60.00	70.00	80.00
Community Info.Line	15.00	15.00	15.00	15.00
Other	25.00	25.00	25.00	25.00
OUTREACH & BENEVOL. Subtotal	350.00	375.00	405.00	435.00
CONGREGATIONAL CARE:				
Fellowship Committee	50.00	60.00	80.00	100.00
Newsletter	75.00	50.00	75.00	100.00
Deacon's Fund	30.00	30.00	40.00	40.00
Flowers/Memorials	0.00	0.00	0.00	0.00
CONGREGATIONAL CARE Subtotal	155.00	140.00	195.00	240.00
EDUCATION:				
Library	30.00	30.00	20.00	20.00
Sunday School Materials	25.00	20.00	20.00	20.00
Bible Study Materials	25.00	20.00	20.00	20.00
Inquirer's Classes	25.00	25.00	25.00	25.00
Education Subtotal	105.00	95.00	85.00	85.00

Covenant Metropolitan Community Church
1993 Budget (Ammended)

	Level A	Level B	Level C	Level D
FUNDING:				
District Conference/Lay Delegate	50.00	50.00	75.00	75.00
General Conference/Lay Delegate	50.00	50.00	75.00	75.00
Student Clergy	100.00	100.00	100.00	100.00
Photo Copier Service Contract	50.00	50.00	75.00	75.00
Building Fund	100.00	150.00	175.00	200.00
Capital Proj(Non-Bldg)	50.00	75.00	100.00	125.00
Anniversary	100.00	100.00	100.00	100.00
FUNDING Subtotal	500.00	575.00	700.00	750.00
TITHE:				
UFMCC Tithe	339.00	380.00	432.00	470.00
GLAD Tithe	169.00	190.00	216.00	235.00
UFMCC Pension Fund	65.00	70.00	75.00	80.00
TITHE Subtotal	573.00	640.00	723.00	785.00
Total Budgeted Expenses	3,380.00	3,677.00	4,190.00	4,567.00

Marge

August 30, 1994

Ms Genie Wehling, Director
Family & Child Services

5001 Alameda Drive

January 5, 1995

Birmingham Pride 1995

Please include the following activities in the Pride '95 calendar

- **NAMES Project AIDS Memorial Quilt** - Saturday, 6/3
2:00 pm - Showing of panels made during quilting bee's
7:00 pm - Dedication and presentation of panels
- **Public seminar** - Saturday 6/3
1:00 pm - "The Bible and Homosexuality", what it really says
- **Public cookout** - Saturday 6/3
5:00 pm - dinner on the grounds!

All events will be held at the church - 5117 1st Ave. N.

The church plans for participation on Pride Day (6/4) are not complete. We anticipate at least having a booth.

Thank you.

Allan Francis
Treasurer

Sent to

PO Box 55378

35255

Tony Newlin

729 842 PL 2

35206

Randall Elmore

#47

348

2124 Highland

933-6533

Will Pick up at BAO

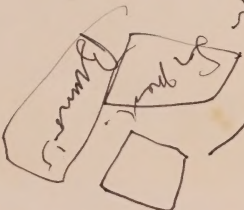
Dec 22

9-5

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By 2



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LEASE WITH OPTION TO PURCHASE

STATE OF ALABAMA
JEFFERSON COUNTY

This lease, made the 10 day of June, 1994 by and between Freeman Andress d/b/a The Birmingham Wedding Chapel, hereinafter referred to as "Landlord" and The Covenant Metropolitan Community Church, hereinafter referred to as the "Lessee", which terms the Landlord and Lessee shall include, whatever the context admits or requires, singular and plural, and the heirs, legal representatives, successors and assigns of the respective parties:

WITNESSETH:

That the Landlord, in consideration of the covenants of the Lessee, does hereby lease and demise unto said Lessee, and the Lessee hereby agrees to take and lease from the Landlord, for the term hereinafter specified, the following described premises:

PREMISES:

The property identified as The Birmingham Wedding Chapel, 5117 1st Avenue North, Birmingham, Alabama which includes but is not limited to, the sanctuary and the reception hall, chapel, restrooms, and two additional rooms upstairs in the building behind the sanctuary, the legal description of said building is set forth on Exhibit "A" attached hereto and made a part hereof.

TERM:

For the Lessee to have and to hold for an initial term of one (1) year commencing on June 24th, 1994 and continuing thereafter until cancelled by either party with ninety (90) days written notice. Lessee has examined the demised premises and acknowledges that said premises are leased in an "as is" condition.

1. USE:

A. The demised premises may be used by the Lessee for their religious services, education purposes, choir rehearsal and any other purpose related to Lessees religious services. Weddings or holy unions performed at the facility by Lessee will be allowed by the Landlord for members, family members of members and registered friends of Lessee. The Lessee shall use these facilities on Sundays, Mondays, Tuesdays and Wednesdays. Should the Lessee have a need to use the facility on Thursday, Friday or Saturday, it will notify the Landlord in sufficient time so as to preclude any conflict in scheduling of the facility for a wedding or rehearsal conducted by the Landlord.

B. Lessee shall not perform any act or carry on any practices which may injure the building of which the premises form a part or be a nuisance or menace to other tenants or guests in the building, or use or permit the premises to be used in any manner or anything to be brought into or kept therein which, in the judgment of the Landlord, shall in any way impair or tend to impair the character, reputation or appearance of the property as a Wedding Chapel or which will impair or interfere with or tend to impair or interfere with any of the services performed by the Landlord on the property. Lessee will be responsible for cleaning the carpet in the sanctuary and the reception area of the educational and familyship building twice per year. The Landlord shall be responsible for all care, maintenance and cleaning of the facility except as stated above.

C. Lessee shall see that the doors and windows, if operable, of the premises are closed and securely locked before leaving the building of which the demised premises are a part and must observe strict care and caution that all water faucets or water apparatus, if any, are entirely shut off before Lessee or Lessee's employees or guests leave the building.

D. No additional locks or similar devices shall be attached to any door or window without the Landlord's prior written consent. No keys for any door other than those provided by the Landlord shall be made.

2. RENTAL:

Lessee agrees to pay to the Landlord as rental for the demised premises an amount equal to the monthly utility expenses.

3. LANDLORD REPAIRS:

The Landlord shall, at his expense, keep and maintain the common areas (including the parking area) and shall maintain the exterior of the building, including the roof, gutter, downspouts, exterior painting, masonry walls, foundation and structural members, and the exterior wiring of the building in good condition and repair and shall make any and all structural repairs to the exterior of said premises; provided, however, that the Landlord shall not be obligated to make or pay for any repairs to the building rendered necessary by the fault, act or negligence of the Lessee, its members or guests or any of its servants, agents, or employees.

4. INSURANCE:

Lessee will carry liability insurance in an amount equal to \$300,000.00 combined single limit, and insurance on its personal properties stored on the premises.

5. OPTION TO PURCHASE:

Lessee shall have the option, but not the obligation, of a first right of refusal to purchase the demised premises should it be offered for sale while Lessee is a tenant in good standing and not in default.

This written lease contains a complete agreement of the parties with reference to the leasing of the demised premises. No waiver of any breach of covenant herein shall be construed as a waiver of the covenant itself or any subsequent breach thereof.

IN WITNESS WHEREOF, Landlord and Lessee have each caused this lease to be executed on the 10 day of June, 1994.

Patricia A. Seitz
Witness

Freeman B. Address
Birmingham Wedding Chapel
By: Freeman Address, Owner

Leon Bobers
Witness

Emmett H. W. W. W.
Covenant Metropolitan Community
Church, Lessee by its Vice
Moderator

[Signature]
Witness

Alan R. Davis
Covenant Metropolitan Community
Church, Treasurer

Financing the Church Dream

Creating a PLACE for God's people

W. Wayne Lindsey—Sr. Pastor of St. John's Metropolitan Community Church
Sharing of resources & ideas for GLAD Spring '94, Kingsport, TN

Process is Important!

Select & Create Task Group

- Pay attention to composition—demographics, skills, relationships
- Size—Smaller is better
- Spend time on group process/bonding commit for the long haul
- Liaison with Board Don't get too far apart
- Clarify purpose/be sure you are running in the same direction
- Confidentiality
- Consensus
- Pray

Communication is Vital

- Report concrete results, not possibilities or phantoms
 - negotiate contracts in advance (contingent on congreg. approval)
- Don't build false hopes
- Report what you can all agree on and stand behind
- Timing
- Communicate regularly,
 - let them know that you are busy even if there is nothing to report.
- Visuals—charts, photos, brochures concrete, tangible
- Important for congregation to feel a part of process—
 - ownership, not rubber stamp
- Meetings/Events a potential Property

Vision/Scripture/Theme

- I will appoint a PLACE for my people... II Samuel 7:10
- Set goal high, don't buy too small, plan for growth
 - People need to feel that they are getting something better
- Days of Prayer/Fasting (*Particularly Lent*)

Building Fund

(3 pieces of information—Fund, Goal, Balance) *in Jan bud.*

- Establish Fund
- Communicate that you have a fund—keep it before folks all the time
- Set Goal
- Communicate Goal
- Communicate the balance in the Fund

Building a financial base

(2 types of giving needed—assets & income) *from from*

- Accumulation of capital assets for downpayment
- Develop an additional income stream for mortgage payments
 - (included on membership covenant) Tithe _____
 - Building Fund _____

3rd Sunday Building Fund Offering (an "additional pocket")

Second offering for building fund on one Sunday per month

Trustees do special presentations

Establish clear expectations of what is needed from everyone to reach goal

Establish ranges 6 people giving \$50/week equals \$1,200/mo

12 people giving \$20/week equals \$ 960/mo

25 people giving \$10/week equals \$1,000/mo

43 Total \$3,160/mo

Encourage regular giving from current income in addition to Tithes

This will help establish a cash flow for mortgage payments later.

Encourage one-time gifts from assets toward downpayment

Asking for Money

Learn to ASK for money, tell people what you need and why

[Don't WHINE about or BEG for money—NO guilt trips]

Emphasize Ministry instead of Money

Talk to potential major donors one-on-one

Ask for a specific response

Include envelopes in mailings

"You don't get what you don't ask for"

Avoid Fundraisers (bake sales, car wash, etc.) except as fellowship events

Encourage Estate Planning

Challenge Gifts

Wait to do fundraising appeals outside the church until (Business Guild)

you have enough capital for people to take you seriously

Miracle Sunday

Consultants

Get a good real estate agent (This is very important!)

→ Find professional fundraising advise, pay for it, abide by it

Architect/builder, lawyers, paralegal

Study philanthropy—Books/Articles on fundraising,

Attend seminars NSFRE

Financing

→ Put your money in an institution where they might possibly grant a loan

Begin looking for financing after you have a track record of raising money.

Establish relationship with your financial institution

Track record of leadership—Résumé of Sr. Pastor Who are the Board?

Bonds

Co-signers

Property Options (Location—Perception of Safety)

Rent/Rent to own

Buy Land and Build

Purchase existing building & renovate

Purchase existing church

Other concerns

Safety, Parking, Location, Zoning, Condition/Maintenance

\$50,000

COVENANT METROPOLITAN COMMUNITY CHURCH

Service Report for (date): _____

Birmingham or Tuscaloosa? (circle one)

Service time: _____

Attendance _____

Regular offering:

Loose coin: _____

Loose currency: _____

Envelope cash: _____ (leave in envelope)

Checks: _____

Subtotal: _____

Building fund offering:

Loose coin: _____

Loose currency: _____

Envelope cash: _____ (leave in envelope)

Checks: _____

Subtotal: _____

Special offerings:

Subtotal: _____

TOTAL: _____

Signed: _____

Signed: _____

Service time: _____

Attendance _____

Regular offering:

Loose coin: _____

Loose currency: _____

Envelope cash: _____ (leave in envelope)

Checks: _____

Subtotal: _____

Building fund offering:

Loose coin: _____

Loose currency: _____

Envelope cash: _____ (leave in envelope)

Checks: _____

Subtotal: _____

Special offerings:

Subtotal: _____

TOTAL: _____

Signed: _____

Signed: _____

Total attendance: _____

Total offerings: _____

Covenant Metropolitan Community Church
Expense Report

REQUESTER

Make check to: _____

Date: _____

Amount: _____

Type (circle one): CASH IN-KIND CHARGE

For: _____

COORDINATOR

Assigned To:

Budget Line(s)/Special Project(s):

Amount

1. _____

2. _____

3. _____

4. _____

Limits:

_____ The above falls **within** the budget limits set forth for this budgeted line item or special project and is approved for payment.

_____ The above falls **outside** the budget limits or approved limit for this budget line item/special project.
I hereby recommend:

_____ Approval. _____ Disapproval.

Remarks: _____

Signed: _____

Date: _____

Position: _____

Treasurer

Check #: _____

Date Rec'd: _____

Post To: _____

BOARD OF DIRECTORS WORKSHOP

by Rev. Elder Donald Eastman

I. Issues in growth and governance of the church.

While the basic role and responsibilities of the Board of Directors will be common to all Metropolitan Community Churches in the U.S.A., the scale and complexity of board relationships and tasks will vary dramatically depending upon the size of the congregation. The following information is based on the work of Lyle Schaller.

A. The organizational dynamics of group size

1. Characteristics of size and predictable plateaus

- a. **25-40 at worship** -- A single-cell group, lay owned and lay operated, usually unable to compensate a full-time pastor, often sees itself as a family. More than half of all MCC congregations are in this category.
- b. **85-100 at worship** -- Sees itself as a community built on a network of one-to-one relationships with the pastor at the center, highly values the fellowship characteristics of this size, frequently has difficulty in *adequately* compensating a full-time pastor.
- c. **135-165 at worship** -- the most comfortable plateau, highly self-sufficient, also retains strong fellowship characteristics, can comfortably compensate the pastor, but starting to need more staff support.
- d. **175-240 at worship** -- the most uncomfortable plateau, facing the "200 Barrier", losing the fellowship characteristic of smaller churches, can't afford the staff needed to become larger, feels like a big church trying to be small or a small church trying to be big, Has increasing need for sub-group structures and decreasing ability for the pastor to be the hub of one-to-one relationships.
- e. **300-450 at worship** -- a more comfortable plateau, has a multiple full-time staff usually of 3-5 employees including the Senior Pastor, has the resources and size to achieve a higher level of celebration and quality in worship, sub-groups and programs provide fellowship characteristics.
- f. **500-700 at worship** -- a full-service church with a staff-centered ministry usually using 6 or more full-time employees; very attractive to younger generations, much more emphasis on quality of programs and services.

2. Variation in needs and styles of local church governance.

- a. **25-45 at worship** -- a handful of volunteers "run the church", if there is a Pastor, he/she frequently does not become an influential policy maker before three or four years but pastoral tenure usually does not extend beyond four years. The structure, role and process of the Board of Directors is very informal.
- b. **45-125 at worship** -- a second pattern of governance usually appears: structure becomes

more prominent. The Board of Directors and the Pastor, usually in that order, have most of the authority to make policy decisions. Frequently, the Board members (sometimes with much help from the Pastor) do everything. This is the ultimate example of a "working" Board.

c. 120-240 at worship -- the distribution of influence and power has changed, the Pastor is the number-one authority figure and the Board second. A larger share of power is deposited in committees; a "working" Board structure is still common. One example of this is the Board where each member chairs a standing committee.

d. 225-450 at worship -- the Pastor holds a remarkably large amount of power, usually accumulated through three or more of the following sources: skill, knowledge, racial or ethnic or national or religious subculture, leadership ability, initiative, productivity, competence as a preacher-teacher-administrator-worship leader-pastor, tenure, seniority, age, experience, or personality. Sometimes a substantial chunk of power and influence is held by other paid staff members. Board committees often become increasingly dependent on the Senior Pastor or paid staff persons. The shift now begins from a "working" Board to a "policy" Board.

e. 450-1200 at worship -- The major sources of power are information, competence, commitment, time, and specialized skills, most of which is found in the Senior Pastor and the full-time professional staff. The Board of Directors is increasingly dependent on the data base that such staff bring to the policy-making table. Sometimes this power is shared by staff and volunteers working on various program, administrative or ad hoc committees upon whom the Board will depend for its singular focus on policy.

B. Clarity of mission and strategy for growth

A critical issue for every church is whether the leadership and congregation wish and intend that the church will grow. If your church seeks to reach the next plateau in size, the following information is helpful. It provides a brief introduction to the term "strategic planning." Again, the size of the church affects the complexity of the planning process.

1. Identification of people your church wishes to reach

Who is your church trying to impress? If you describe your church as a business, who are your customers? More importantly, who could become your customers? This is the fundamental question for any organization preparing to define or redefine its mission.

2. Review of the local church's philosophy of ministry

Every church has its own organizational culture with core values, sense of purpose, communication networks, rites and rituals, and environment within which the church operates. Such a culture, formally or informally, will produce a philosophy of ministry which is expressed in worship, various ministries or programs, social interactions, ethical expectations, governance and other aspects of church life. Identification and understanding of these issues will be essential to the organizational analysis of strategic planning.

3. Development of a local church mission statement

A mission statement "communicates the essence of the organization and its plans. It contains three key elements: 1.) your purpose, 2.) what business you are in, 3) your vision" (*Support Centers of America*). The format of a mission statement should be brief in one or two succinct paragraphs. Development of the mission statement sets the stage for subsequent planning.

4. Using a process of strategic planning

Strategic planning is a process which involves a.) defining the church's purpose/mission, b.) analysis of the environment in which the church operates, c.) an organizational analysis of the church's strengths and weaknesses, d.) assumptions about unpredictable future events, e.) prescribing written, specific, and measurable objectives in principle result areas contributing to the church's purpose/mission, f.) developing strategies on how to use available resources to meet the objectives, g.) making operational plans to meet the objectives, and h.) constant appraisal and evaluation to assure objectives are being met and in preparation for the next performance year.

II. The Role and Responsibilities of the Board of Directors

The Universal Fellowship of Metropolitan Community Churches has adopted a form of local church government which vests control in the congregational meetings of its members. Within this structure a basic "Board/CEO" model of governance is used to carry out the will of the congregation. This is one of the most common models of church governance in the U.S.A. Examples of this model seen in other non-profit or commercial organizations will often be familiar to church members and leaders. There are, however, some very significant differences between churches and secular organizations, thus necessary variations sometimes occur in roles and relationships of church boards as compared to secular organizations.

While the Pastor of an MCC serves as Chief Executive Officer(CEO), a position familiar in other non-profit organizations, he/she has other vital roles and responsibilities not commonly held by the CEO's of other kinds of organizations. For example, the Pastor's role as spiritual leader of the congregation creates responsibilities and expectations beyond those of a typical CEO. One of the most important elements in the healthy life of a local church is the competent and consistent performance of a Pastor as both spiritual leader and CEO. It should be noted that the implementation of roles and responsibilities of both Pastor and Board of Directors varies a great deal in churches of different sizes.

A. The Role and Responsibilities of the Pastor

1. The Pastor shall serve as the Moderator of the Board of Directors

The Pastor serves in effect as the Chief Executive Officer of the church. As Moderator the

2. Ensure effective management of the church's funds and other assets

The Board of Directors must ensure effective management of current income and protection of accumulated assets. In addition to setting the church's annual budget, the board should require and review regular financial reports, including --at minimum -- monthly financial reports consisting of at least a balance sheet and statement of revenue and expense.

Board members should be aware of generally accepted accounting practices, federal tax regulations and other policies and laws which might affect the assets of the church.

The Board of Directors must also ensure that adequate records are maintained which document all board actions and all relevant reports.

3. Ensure sound risk management policies

Board members should be aware of the potential risks of lawsuits or other liabilities to which the church could be vulnerable. Obtaining the proper levels and kinds of insurance and developing effective preventive measures are primary responsibilities of the Board of Directors.

4. Select the candidate to be elected by the congregation as Pastor

The Board of Directors shall serve as a pastoral search committee upon the event of a pastoral vacancy. Additional members of the congregation may be elected or appointed to this committee. When the committee has chosen a suitable qualified candidate, they shall present the name to the congregation for approval.

5. Support the Pastor and provide constructive feedback

Although the board does not have the responsibility of performance review for the Pastor, it should provide the Pastor with frequent and constructive feedback.

6. Advise and consent with the Pastor on personnel appointments

The Board of Directors is responsible for the approval of the Pastor's appointments of key personnel including Deacons, Student Clergy, Associate and/or Assistant Pastor(s), and other personnel (compensated or uncompensated).

7. Consult with the Pastor on personnel matters as requested by the Pastor

Clear understanding of the Pastor's role as personnel director combined with thorough written personnel policies and grievance protocols will greatly reduce the board's need to adjudicate personnel disputes. The time may come, however, when the Pastor's action will be questioned. At such a time, the collective wisdom of the Board of Directors can be of

immense support and counsel to the Pastor.

8. Understand and support the church's mission and purposes

With the Pastor and other church leadership, the Board of Directors should participate in the development of a mission statement consistent with the purposes, vision and mission of the UFMCC, as well as the vision, values and philosophy of ministry of the local church. A mission statement usually consists of one paragraph stating the organization's goals, means and primary constituents served; it succinctly articulates what the organization is, represents and does.

9. Participate with the Pastor and other church leadership in strategic planning

Every church would benefit from a process of strategic planning at least every three to five years. While the Pastor and staff usually are responsible for implementing such a process, board involvement and ownership of the plan are vital to its success. Moreover, the Board of Directors should insist that such planning is done to support justification for the annual budget.

10. Assess the performance of the Board of Directors

It is helpful for the Board of Directors to review its own performance once every three to five years. Such an evaluation can survey individual board members to identify needs, determine effectiveness and set new priorities. It is often helpful to select a qualified third-party facilitator for such a process.

C. Responsibilities of individual board members

1. Know the church's mission, purposes goals, policies, programs, strengths and needs.

Be thoroughly knowledgeable with UFMCC By-Laws, District By-Laws and Standard Operating Procedures, and with local church By-Laws and/or Standard Operating Procedures.

2. Represent and serve the church as a whole rather than any special interest group or constituency.

As a member of the board speak only for yourself, not for any other individual or group. Avoid the "people are saying" trap. Own your stated position and state only your own

position on each decision or vote. Always remember that you represent the entire congregation as a board member.

3. Work toward consensus within the board as often as possible; usually this will require persuasion and compromise.

The Board of Directors should be able to reach consensus on most issues. An individual who usually sees things clearly in "either/or" terms tends to find difficulty in the compromise necessary to reach consensus, and frequently is not effective as a member of the board. There will be times when your convictions lead you to disagree with other members of the board; but most of the time, strive for consensus and support the result.

4. Avoid prejudiced judgements on the basis of information received from individuals, and urge those with grievances to follow established policies and procedures.

It is not uncommon for board members or a Board of Directors to be drawn into grievances by or about church staff members. The Pastor serves as personnel director, however, and it is not the role of the Board of Directors to adjudicate such matters. Board members can serve a constructive role by facilitating contact with the Pastor when individuals raise such concerns. Board members can also support the Pastor when she or he seeks their counsel on personnel issues.

5. Do not surprise other board members or the Pastor by raising difficult or conflictive issues without prior consultation.

No one likes unpleasant or embarrassing surprises. Board members with complaints or sensitive information concerning the staff, Pastor or other board members should consult with the individual(s) involved prior to raising the matter with the Board of Directors. If the issue is a personnel matter, it should be resolved with the Pastor as personnel director, if possible.

6. Prepare for and participate in board meetings, asking timely and substantive questions consistent with your conscience, convictions and need for information to make decisions.

Become thoroughly familiar with all documents that are prepared for each board meeting; keep a personal file of documents of previous meetings, especially minutes, reports and financial statements. Hold yourself, other board members and the Pastor accountable for promises made, for obligations of office, and for good board process.

7. Carefully review the church's financial statements and ask questions or seek clarification as appropriate to fulfill the board's fiduciary obligation.

It is helpful for each board member to gain some familiarity with generally accepted accounting practices. At minimum, each board member should understand the format and content of the regular financial statements. Also, each board member should be aware of basic required reporting of federal tax information.

8. Maintain confidentiality of the board's executive sessions.

Executive sessions, or "closed" board meetings, should be infrequent and limited to sensitive personnel issues or legal matters. All other board meetings should be open to members of the congregation. The information in executive sessions should be maintained by each board member as confidential. Action taken by the board in executive session should be recorded in minutes, or preferably such action should be deferred until the board is in an open session.

9. Avoid even the appearance of a conflict of interest.

Do not accept gifts from or offer gifts to anyone who does business with the church.

10. Support the pastor with timely information or feedback on matters and issues of importance to the well-being of the church. Counsel with the pastor to offer support in the event of his or her difficult relationships with groups or individuals.

Building trust requires continuous healthy communication. Frequent contact between the Pastor and each board member can provide the feedback necessary to enhance the Pastor's effectiveness and facilitate actions needed for the church's success. On occasion such contact can provide an opportunity for the Pastor to receive counsel and support in dealing with sensitive or difficult issues.

III. The fiduciary responsibility of the Board of Directors

The term "fiduciary" derives from a Latin word meaning "held in trust." It usually refers to a person to whom property or power is entrusted for the benefit of another. A Board of Directors is entrusted with certain responsibilities for which individual members can be held legally accountable. Note: The following information should not be construed as legal or tax advice. For such advice you should consult an attorney or Certified Public Accountant (CPA). Parts of the following information is drawn largely from the work of Richard R. Hammer, author of Pastor, Church and Law.

A. Financial management and accountability

1. fund-raising and financial development

Oversight of fund-raising (also referred to as financial development) is primarily a responsibility of the Board of Directors. This may include such activities as a periodic stewardship campaign, special event fund-raisers, a capital fund drive, a deferred giving program (for wills and bequests), or appeals for funding of specific projects. The Board of Directors should be careful to assure that funds received for a designated purpose are not diverted to use for other purposes. If fund-raising appeals are made to the general public, rather than only to the church's constituency, some local and/or state regulations may be applicable. In some states religious organizations are exempt from such regulations. In some states there are also regulations restricting fund-raising events such as bingo games or raffle sales.

2. management of funds and other assets

One of the primary responsibilities of the Board of Directors is financial management and protection of the church's assets. This will include development and monitoring of a realistic budget; assuring adequate insurance to protect the church from potential losses or liability claims; assuring valid contracts for lease or rental of facilities, or for acquisition of real estate, building construction, and financing of real estate or purchases. The board should also assure that the church is in compliance with all state and local laws, ordinances and regulations.

3. accounting systems and practices

The Board of Directors should ensure that adequate financial accounting systems are in place to provide appropriate accounting controls of all church funds and provide a routine monthly financial statement which includes at minimum a balance sheet and statement of income and expense. Records of all identified individual contributions must also be maintained. A monthly report of church income and worship attendance must be sent to the UFMCC and respective District along with the tithe checks due. An annual report form from each church must also be filed with the UFMCC. Board members should assure and receive reports that all of the above is being implemented on a timely basis.

4. federal tax reporting responsibilities

The Board of Directors should be familiar with its responsibilities for the required filing of reports and payment of taxes withheld from individuals employed by the church. Although

most tax-exempt organizations must file an annual 990 form with the IRS, churches are not required to do so; do not file a 990 form with the IRS. Churches with employees must file W-4 and W-2 forms, 1099 forms are required on amounts over \$600 per year to self-employed individuals, and an annual 941 form is required. It is important to note that officers and directors can incur personal liability for amounts and penalties due as a result of non-compliance with IRS regulations.

B. Common legal issues for local churches

1. Incorporation of local churches

Although it is not legally required that local churches be incorporated it is advisable. For example, if an unincorporated church were engaged in a lawsuit, it is possible that individual members of the church could be held liable for claims. Churches are incorporated under a state's non-profit corporation laws. Such incorporation should not be confused with "federal tax-exempt status," a designation based upon section 501 (c) (3) of the IRS code. To incorporate, your church must file the necessary application to the Secretary of State's office for the state in which you are located. You should seek the services of an attorney to implement this process.

If already incorporated, is your incorporation current? Most churches that have incorporated are *not* incorporated! This is the result of failure to submit annual reports for non-profit corporations required by most states. If your church was incorporated at some point in the past but has not filed annual reports with the Secretary of State, it is very possible that your incorporation status has lapsed. Check with the office of the Secretary of State in your state to assure that your church is presently incorporated.

2. Tax exempt status with the IRS

All Metropolitan Community Churches in the U.S.A. are exempt from Federal income tax under section 501 (c) (3) of the Internal Revenue Code as subordinate organizations of the UFMCC under its group exemption number (GEN) 2401 issued on February 17, 1976. Each year the UFMCC files a current list of subordinate organizations with the Internal Revenue Service. This status is distinct from and unrelated to non-profit incorporation as described above. A copy of IRS documents which verify this status are available from the UFMCC. It is not necessary for a local MCC to apply for federal tax exempt status; and, it is not necessary for a local MCC to file an annual 990 form with the IRS. It is necessary for a local MCC to file an annual congregational report form with the UFMCC as this provides information which the UFMCC must report to the IRS.

It is also important to note that the group exemption number (GEN) is different from an employee identification number (EIN). Each church must obtain its own employee identification number (EIN). *Do not use the UFMCC's employee identification number for a local MCC!*

3. Political activities by churches

Political activities by churches are restricted by the IRS Code in the U.S. Two areas of restriction should be noted: 1.) Churches are limited in the extent to which they may attempt to influence legislation. Basically, a church may not spend more than 20% of the first \$500,000 of its annual budget for activities which attempt to influence legislation. 2.) churches **cannot** participate in the political campaign on behalf of any candidate for public office.

4. Copyright issues for local churches

Many churches in the U.S.A. follow the illegal practice of reprinting or photocopying material under copyright without permission. This usually involves printing of hymns or chorus booklets, photocopies of choir music, or reprinting of pamphlets. To do so is a violation of copyright laws and can involve substantial actual or statutory damages being recovered by the copyright holder from your church. A single infringement could result in damages of up to \$20,000, or more in certain cases. This includes publications copyrighted by the UFMCC; local churches cannot photocopy or otherwise duplicate such publications without written permission..

A Church Copyright License which permits duplication of a wide range of church music for use in local churches is available and inexpensive from Christian Copyright Licensing, Inc., 7031 NE Halsey Street, Portland, Oregon 97213. Phone: 800 234-2446

5. Liability issues for local churches

a. Misconduct of personnel

A church may be exposed to legal liability on the basis of vicarious liability for the negligence of its employees (or volunteers), negligent selection of personnel or negligent supervision of personnel. Two of the most frequent problem areas are negligence of church workers associated with use of a car for church business and sexual misconduct such as molestation of a minor or seduction of a counselee committed by a church worker. Negligence is conduct that creates an unreasonable risk of foreseeable harm to another's person or property, and in fact results in the foreseeable harm.

b. Discipline of members

The discipline of church members is a constitutionally protected right of churches and the first amendment guaranty of religious freedom insulates the church from legal liability in most cases provided the member did not withdraw from membership prior to the disciplinary actions. Because other church members have a right to know about matters in which they have a "common interest," disclosures to church members only are permissible concerning the discipline or misconduct of current members. Such disclosures cannot be made, however, to

non-members. For example, such disclosures should not be made in a worship service where non-members are present.

c. Securities laws

If a local church engages in the issue of church bonds for financing, members of the Board of Directors will be subject to various state and federal laws. The North American Securities Administrators Association has developed guidelines for a church to follow for churches wishing to offer and sell bonds. The guidelines are included as an appendix in Richard Hammar's book *Pastor, Church and Law*.

Because state securities laws vary, any church considering sale of bonds should have appropriate legal counsel. Both federal and state securities laws carry criminal as well as civil penalties.

d. Employment laws

When smaller churches employ only a minister, and civil courts generally will not interfere with a church's decision to terminate a minister's services, they remain largely unaffected by employment laws. As churches grow and begin to hire other employees, employment issues become increasingly important and complex. In such situations the church should assure that personal policies and procedures are in place which satisfy both legal and ethical criteria.

A complete guide on important employment issues for churches has been written by Julie L. Bloss, J.D., *The Church Guide to Employment Law*.

e. Liability of officers

Most states have enacted laws immunizing uncompensated officers and directors of nonprofit organizations from personal liability for their ordinary negligence. In some cases however, lawsuits have attempted to impose personal liability on such officers and directors. Directors liability insurance is available.

f. Contracts

All contracts entered into by the church should be reviewed by an attorney prior to signatures. In some cases a contractual relationship may exist even though a written contract has not been signed. When signing contracts, church officers should be careful to disclose their representative capacity with their signature. This may protect them from possible individual personal liability for terms of the contract.

One of the most frequent contracts entered into by churches is the employment contract with a clergy person. Richard Hammar recommends the following elements in such a contract: a.)

legal names of each party, b.) signatures of each party, c.) designation of the clergyperson as either employed or self-employed, d.) job description, e.) terms of employment and conditions for renewal, f.) grounds for discipline or dismissal, and any procedure that must be followed, g.) an arbitration clause committing the clergyperson and the church to utilize arbitration to resolve disputes rather than the civil courts, and h.) terms of compensation to the clergyperson. It should also be noted that UFMCC By-Laws state, "Unilateral failure to renew a pastoral contract does not constitute removal of the pastor from office."

TUACALOOSA PARISH EXTENSION

COVENANT MCC

AGENDA FOR BOARD OF DIRECTORS MEETING

Attendance:

FEBRUARY 13, 1993

January 22	28
January 29	36
February 5	34
February 12	28
	--
AVERAGE	32

Advertising continues in "The Forum".

Bible Study will begin in March.

We are investigating the possibilities of renting our own space. Nothing is ready to present at this time.

The treasurer will have a report of the finances of the parish extension.

KEYS

LETTER OF THANKS TO SALLY BELUE

Philosophy Service \$173.00 per

NEW BUSINESS

Brother Back

CLOSING PRAYER

AGENDA FOR BOARD OF
DIRECTORS MEETING

FEBRUARY 13, 1995

OPENING PRAYER

REPORTS

- ✓ MINUTES OF PREVIOUS MEETING(S) *Passes.*
- ✓ TREASURER'S REPORT
- ✓ PASTOR'S REPORT
- ✗ FINANCE COMMITTEE
- ✗ BUILDING & GROUNDS COMMITTEE
- ✓ PERSONNEL COMMITTEE
- ✓ OTHER
Tues.

OLD BUSINESS

- ✓ KEYS
- ✓ LETTER OF THANKS TO SALLY BELUE
- ✓ Photocopy Service \$183⁰⁰ *year*

NEW BUSINESS

Brochure Rack

CLOSING PRAYER

Marge

Treasurer's Report - January, 1995

INCOME:

Tithable income was \$7194 (A1) for this month which was \$708 over budget (A2). Some of the income is an advance for future months which puts us in an averaging situation in future months.

EXPENSES:

The expenses of \$5889 (A3) was \$597 (A4) under budget giving us a net of \$1316 for the month (A5). Some of the line item expenses that are over are due to late reporting for reimbursements (last month) or purchasing for future months in the program year.

SAVINGS DEPOSITS:

\$680 was transferred to savings (A6) for all the various funds.

BUILDING FUND:

Direct pledge and open plate contributions were \$390 (C7) bringing the total including interest to \$36,091 (B8). The monthly pledge to the building fund is \$547 and only \$390 of that was noted.

COMMUNITY ASSISTANCE FUND:

Direct and open plate contributions were \$169 (C9). There was one payment from the fund. The balance is now \$723 (B10).

BALANCE SHEET:

The liquid reserve (available funds in checking account) is at \$7544 in regular and \$451 for Tuscaloosa (B11).

TUSCALOOSA PARISH EXTENSION:

The Tuscaloosa Parish Extension added \$587 (E12) and had \$598 (E13) in expenses for a balance of \$451 (B14).

OTHER:

1. Several line items that went over budget were due to stockpiling, advance purchases or late reimbursement requests. Some of the contributions were also an advance for future months.
2. The budget category for PASTOR RETIREMENT is funded at \$130 per month (A14). With the permission of Rev. Marge, we will use this category to "catch up" her pension contributions to the UFMCC Pension Fund. When that is caught up, we will explore other options for this line item for the rest of the budget year.
3. The budget line item for OTHER CONTRIBUTION was funded with \$25 (A15). What is the wishes of the board for this?
4. Previous resolutions of the congregation and board directed excess revenue over expenses to be transferred to Reserve Saving. Reserve Saving is now at the desired level and some of the income received in January is for future months. I recommend delaying this fund leveling until the end of the quarter.
5. The Council has proposed a budget of about \$670 for the Anniversary Week activities. Most of that will come from savings which is now \$461 and the balance can be covered from other accounts or future savings. Recommend approval.

Respectfully submitted,

ALLAN FRANCIS, Treasurer

Covenant MCC
Regular Fund - Actual vs Budgeted

	01/01/95- 01/31/95 ACTUAL	01/01/95- 01/31/95 BUDGET	DOLLAR VARIANCE
INCOME			
Income			
Income - Tithable			
3001 Pledges - General (T)	\$ 5815.88	\$ 5675.00	\$ 140.88
3002 Plate & Envelopes (T)	1377.87	811.00	566.87
3003 Other Income (T)	0.00	0.00	0.00
Total Income - Tithable	7193.75	6486.00	707.75
Non-Tithe Income			
5020 Love Offerings (NT)	0.00	0.00	0.00
5040 Gifts in Kind	0.00	0.00	0.00
5050 Sales (NT)	11.00	0.00	11.00
Total Non-Tithe Income	11.00	0.00	11.00
Total Income	7204.75	6486.00	718.75
TOTAL INCOME	\$ 7204.75	\$ 6486.00	\$ 718.75
EXPENSE			
Expense			
Budgeted Expense			
2100 Rent	\$ 67.00	\$ 67.00	\$ 0.00
2102 Worship Supplies	100.09	50.00	-50.09
2103 Music Ministry	83.51	200.00	116.49
2110 Maintenance	1.71	125.00	123.29
2111 Utilities	793.17	700.00	-93.17
2112 Telephone	56.91	78.00	21.09
2113 Admin/Office Supplies	70.89	35.00	-35.89
2114 Postage	12.80	25.00	12.20
2115 Insurance	0.00	50.00	50.00
2116 Bank Charges	0.00	5.00	5.00
2120 Evangelism Exp.	1.31	125.00	123.69
2121 Advertisements	81.00	150.00	69.00
2122 Newsletter	99.80	100.00	0.20
2123 Special Programs	0.00	25.00	25.00
2124 Parish Extension	25.00	25.00	0.00
2130 BAO Contribution	80.00	80.00	0.00
2131 Clinic (1917) Contrib.	80.00	80.00	0.00
2132 Info. Phone Line Contrib.	25.00	25.00	0.00
2133 Global Outreach	50.00	50.00	0.00
2134 Other Contrib.	0.00	25.00	25.00
2140 Social & Hospitality	58.28	100.00	41.72
2141 Deacon's Fund	13.26	40.00	26.74
2142 Memorials	0.00	50.00	50.00
2150 Sunday School	159.04	20.00	-139.04
2151 Bible Study Material	0.00	10.00	10.00

[1]

Covenant MCC
Regular Fund - Actual vs Budgeted

	01/01/95- 01/31/95 ACTUAL	01/01/95- 01/31/95 BUDGET	DOLLAR VARIANCE
2152 Study Courses	0.00	10.00	10.00
2153 Inquirer's Class	0.00	20.00	20.00
2154 Youth Ministries	0.00	40.00	40.00
2155 Children's Ministry	0.00	20.00	20.00
2156 Library	0.00	20.00	20.00
2160 Building Fund Contrib.	100.00	100.00	0.00
2162 CAF Contrib. to Savings	80.00	80.00	0.00
2163 Dist.Conf.Fund Contrib.	150.00	150.00	0.00
2164 Gen.Conf.Fund Contrib.	50.00	50.00	0.00
2165 Scholarship Fund Contrib.	25.00	25.00	0.00
2166 Copier Svc. Contract	0.00	110.00	110.00
2167 Capital Proj.Fund Contrib	100.00	100.00	0.00
2168 Anniv. Fund Contrib.	100.00	100.00	0.00
2170 Pension Contrib.	0.00	100.00	100.00
2171 UFMCC Tithe	719.38	649.00	-70.38
2172 GLAD Tithe	359.69	324.00	-35.69
2180 Admin. Assist. Staff	120.00	120.00	0.00
2181 Chamberlain	125.00	108.00	-17.00
2190 Pastor Comp.	930.00	930.00	0.00
2192 Pastor Housing	800.00	800.00	0.00
2193 Pastor Travel	75.00	75.00	0.00
2194 Pastor Insurance	110.00	110.00	0.00
2195 Pastor Conf.Fnd.Contrib.	75.00	75.00	0.00
2196 Pastor Retirement	111.00	130.00	19.00
Total Budgeted Expense	5888.84	6486.00	597.16
Unbudgeted Expense			
2161 Reserve Fund Contribution	0.00	0.00	0.00
5021 Love Gifts Collected	0.00	0.00	0.00
5041 Value of Gifts in Kind	0.00	0.00	0.00
5500 Miscellaneous-Unbudgeted	0.00	0.00	0.00
Total Unbudgeted Expense	0.00	0.00	0.00
Total Expense	5888.84	6486.00	597.16
TOTAL EXPENSE	\$ 5888.84	\$ 6486.00	\$ 597.16
NET INCOME (LOSS)	\$ 1315.91	\$ 0.00	\$ 1315.91

[2]

A F

Covenant MCC
Balance Sheet - Total All Funds
January 31, 1995

ASSETS

50	Checking		
8050	Checking-Tuscaloosa	(14) \$	8366.35
			450.79
	Total Checking		8817.14
	Savings		
1802	Anniv.Savings		461.22
1002	Building Fund Savings		3091.49
1202	CAF Savings	(10)	723.45
1702	Capital Savings		1093.70
1602	Copier Svc. Savings		165.70
1302	Dist.Conf.Savings		275.00
1402	Gen.Conf.Savings		2501.24
1902	Piano Fund Savings		541.05
1102	Reserve Savings		6743.17 ✓
1502	Scholarship Savings		550.94
	Total Savings		16146.96
	Other investments		
1009	Certif. of Deposit-Bldg.		33000.00
	Total Other investments		33000.00
	Other assets		
9598	Post Office Deposit		75.00
	Total Other assets		75.00
	TOTAL ASSETS	\$	58039.10
		=====	

LIABILITIES

	Other liabilities		
5022	Love Offering Escrow	\$	800.00
8999	T'loosa Parish Escrow		0.00
5030	W'holding to Transfer		0.00
5010	Youth Offering Escrow		22.16
	Total Other liabilities		822.16
	TOTAL LIABILITIES	\$	822.16

EQUITY

	Fund balance		
1801	Anniversary Fund	\$	461.22

Covenant MCC
Balance Sheet - Total All Funds
January 31, 1995

1001	Building Fund	(8)	36091.49
1701	Capital Projects Fund		1093.70
1201	Community Assist. Fund		723.45
1601	Copier Fund		165.70
598	Deposits		75.00
1301	District Conf. Fund		275.00
1401	Gen. Conf. Fund		2501.24
1901	Piano Fund		541.05
1101	Reserve Fund		6743.17 ✓
1501	Scholarship Fund		550.94

Total Fund balance
Net

TOTAL EQUITIES

TOTAL LIABILITIES & EQUITY

49221.96
\$ 7994.98

\$ 57216.94

\$ 58039.10
=====

B

Covenant MCC
SAVINGS ACCOUNT ANALYSIS
For Selected Accounts and All Transaction Types
January 1, 1995 through January 31, 1995

Covenant MCC
Account Analysis
For Selected Accounts and All Transaction Types
January 1, 1995 through January 31, 1995

ANNUITY SAVINGS - 1802 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
						BEGINNING BALANCE = \$	361.22	
01/30/95	Deposit	3		xfr fm checking		\$	100.00	N
	Inc Incr	[3]	Xfr.Fm.Chking to Anniv.	chk #1949				
						ENDING BALANCE = \$	461.22	
						Total Deposit : \$	100.00	

BUILDING FUND SAVINGS - 1802 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
						BEGINNING BALANCE = \$	2185.60	
01/01/95	Deposit	91		MemPlus Deposit		\$	25.00	N
	Inc Incr	[79]	Pledges - Building (NT)	M+: Pledges - Building (M				
01/01/95	Deposit	92		MemPlus Deposit		\$	15.00	N
	Inc Incr	[80]	Pledges - Building (NT)	M+: Pledges - Building (M				
01/08/95	Deposit	93		MemPlus Deposit		\$	25.00	N
	Inc Incr	[81]	Pledges - Building (NT)	M+: Pledges - Building (M				
01/15/95	Deposit	94		MemPlus Deposit		\$	80.00	N
	Inc Incr	[82]	Pledges - Building (NT)	M+: Pledges - Building (M				
01/17/95	Other Rct	5		Interest from certf. of d		\$	415.89	N
	Inc Incr	[6]	Int.Income-bldg fnd	qtr.end 1/17/95				
01/22/95	Deposit	95		MemPlus Deposit		\$	90.00	N
	Inc Incr	[83]	Pledges - Building (NT)	M+: Pledges - Building (M				
01/22/95	Deposit	96		MemPlus Deposit		\$	20.00	N
	Inc Incr	[84]	Pledges - Building (NT)	M+: Pledges - Building (M				
01/29/95	Deposit	97		MemPlus Deposit		\$	90.00	N
	Inc Incr	[85]	Pledges - Building (NT)	M+: Pledges - Building (M				
01/29/95	Deposit	98		MemPlus Deposit		\$	10.00	N
	Inc Incr	[86]	Pledges - Building (NT)	M+: Pledges - Building (M				
01/30/95	Deposit	99		xfr fm checking		\$	100.00	N
	Inc Incr	[11]	Xfr.Fm.Chking to Bldg.	xfr check 1948				
01/30/95	Deposit	100		w/h xfr		\$	35.00	N
	Inc Incr	[87]	Pledges - Building (NT)	xfr check 1940				
						ENDING BALANCE = \$	3091.49	
						Total Deposit : \$	490.00	
						Total Other Receipt : \$	415.89	

CAF SAVINGS - 1202 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
						BEGINNING BALANCE = \$	604.54	
01/01/95	Deposit	29		MemPlus Deposit		\$	3.50	N
	Inc Incr	[15]	CAF Contributions (NT)	M+: CAF Contributions (NT				
01/22/95	Deposit	30		MemPlus Deposit		\$	3.50	N
	Inc Incr	[16]	CAF Contributions (NT)	M+: CAF Contributions (NT				
01/29/95	Deposit	31		MemPlus Deposit		\$	1.00	N
	Inc Incr	[17]	CAF Contributions (NT)	M+: CAF Contributions (NT				
01/29/95	Deposit	32		MemPlus Deposit		\$	80.91	N
	Inc Incr	[18]	CAF Contributions (NT)	M+: CAF Contributions (NT				
01/30/95	Withdraw	6		reimburse checking		\$	-50.00	N
	Exp Incr	[6]	Xfr.Fm.CAF to Chk.	to cover caf disb				
01/30/95	Deposit	33		xfr fm checking		\$	80.00	N
	Inc Incr	[13]	Xfr.Fm.Chking to CAF	xfr 1948				
						ENDING BALANCE = \$	723.45	
						Total Deposit : \$	168.91	
						Total Withdrawal : \$	-50.00	

CAPITAL SAVINGS - 1702 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
						BEGINNING BALANCE = \$	993.70	
01/30/95	Deposit	10		xfr fm checking		\$	100.00	N
	Inc Incr	[9]	Xfr.Fm.Chking to Cap.	xfr 1948				
						ENDING BALANCE = \$	1093.70	
						Total Deposit : \$	100.00	

COPIER SVC. SAVINGS - 1602 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
						BEGINNING BALANCE = \$	165.70	
						ENDING BALANCE = \$	165.70	

C

Covenant MCC
Account Analysis
For Selected Accounts and All Transaction Types
January 1, 1995 through January 31, 1995

Covenant MCC
Account Analysis
For Selected Accounts and All Transaction Types
January 1, 1995 through January 31, 1995

DIST.CONF.SAVINGS - 1302 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
						BEGINNING BALANCE = \$	50.00	
01/30/95	Deposit	13		xfr fm checking		\$	150.00	N
	Exp Decr	[1]	Dist.Conf.Fund Contrib.	xfr 1948				
01/30/95	Deposit	15		xfr fm checking		\$	75.00	N
	Exp Decr	[1]	Pastor Conf.Fnd.Contrib.	xfr 1948				
						ENDING BALANCE = \$	275.00	
						Total Deposit : \$	225.00	

PIANO FUND SAVINGS - 1902 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
						BEGINNING BALANCE = \$	541.05	
						ENDING BALANCE = \$	541.05	

RESERVE SAVINGS - 1102 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
						BEGINNING BALANCE = \$	6743.17	
						ENDING BALANCE = \$	6743.17	

GEN.CONF.SAVINGS - 1402 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
						BEGINNING BALANCE = \$	2451.24	
01/30/95	Deposit	14		xfr fm checking		\$	50.00	N
	Inc Incr	[13]	Xfr.Fm.Chking to G.Conf.	xfr 1949				
						ENDING BALANCE = \$	2501.24	
						Total Deposit : \$	50.00	

SCHOLARSHIP SAVINGS - 1502 : SAVINGS

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
						BEGINNING BALANCE = \$	525.94	
01/30/95	Deposit	7		xfr fm checking		\$	25.00	N
	Inc Incr	[6]	Xfr.Fm.Chking to Schol.	xfr 1949				
						ENDING BALANCE = \$	550.94	
						Total Deposit : \$	25.00	

Covenant MCC
Tuscaloosa Income and Expenses-Act.vs Bud.

	01/01/95- 01/31/95 ACTUAL	01/01/95- 01/31/95 BUDGET	DOLLAR VARIANCE
INCOME			
Income			
Tuscaloosa Income			
8001 Tuscaloosa Income (T)	\$ 561.63	\$ 576.00	\$ -14.37
Total Tuscaloosa Income	561.63	576.00	-14.37
Tuscaloosa Non-Tithe Income			
8002 To Tusc. FM B'ham	25.00	0.00	25.00
Total Tuscaloosa Non-Tithe Income	25.00	0.00	25.00
Total Income	586.63	576.00	10.63
TOTAL INCOME	\$ 586.63	\$ 576.00	\$ 10.63
EXPENSE			
Expense			
Tuscaloosa Expenses			
8075 Tusc. Phone	\$ 7.95	\$ 8.00	\$ 0.05
8076 Tusc. Rent	220.00	239.00	19.00
8077 Tusc. Leader Travel	250.00	208.00	-42.00
8078 Tusc. Tithes	84.24	85.00	0.76
8079 Tusc. Supplies	0.00	0.00	0.00
8080 Tusc. Promotion	36.00	36.00	0.00
Total Tuscaloosa Expenses	598.19	576.00	-22.19
Total Expense	598.19	576.00	-22.19
TOTAL EXPENSE	\$ 598.19	\$ 576.00	\$ -22.19
NET INCOME (LOSS)	\$ -11.56	\$ 0.00	\$ -11.56

Altar Guild: John Foust.

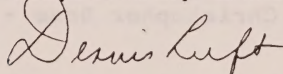
Ushers & Greeters: Shannon Brier (Chair), William Berry, Michael Betts, Amanda Parsons, Cissy Sorensen, Christopher Rose.

3. Board Member of the day will arrive at 10:00 a.m. to assist with sanctuary set up.

4. Discussion followed concerning members needing to be transferred to inactive status and members needing letters of encouragement. Marge will follow up on these. After further discussion, it was decided to no one would be transferred to inactive status at this time.

5. Allan distributed to everyone a copy of materials from Rev. Don Eastman's Board of Directors Workshop.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Dennis Luft". The signature is fluid and cursive, with the first name "Dennis" being more prominent than the last name "Luft".

Dennis Luft, Clerk

COVENANT METROPOLITAN COMMUNITY CHURCH

REPORT OF PERSONNEL COMMITTEE MEETING

MONDAY, FEBRUARY 6, 1995

The Personnel Committee met for a working session at 7:00 p.m. in Room 201 of the Swann Building. All the members of the Board of Directors were present.

1. Allan distributed new complete mailing lists to everyone present.

2. The Committee reviewed the Staff & Committee structure of the church and replaced certain committee positions as needed since some of these people had been elected to the Board. Some of the committee appointees need to be contacted about their willingness to serve on the committee. An overview follows:

Paid Staff

Rev. Marge Ragona - Pastor
Shirley Cooper - Administrative Assistant
Christopher Rose - Chamberlain

Volunteer Staff

Student Clergy: John Hankins, Andy Mullins, Greg Bullard
Deacons: Kay Hendrix, Shirley Cooper, Cal McCloskey, Cliff Tinney
Minister of Music: Susan Walker
Building Administrator: Steve Parker
Christian Education Director: vacant

Committees

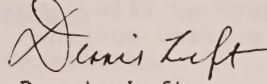
Finance Committee: Dennis Luft (Chair), Rev. Marge Ragona (Staff), Allan Francis (Board), Carol Cowley (Board), Cindy Moutray, Harold Peavy, Sally Belue.

Building & Grounds Committee: Allan Francis (Chair), Mark Brown (Staff), William Berry (Board), Emmett Wright, Steve Parker, B. J. Harrison, Christopher Rose, Dale Bates, Jerry Wolfe.

SHOE Committee: Greg Adams (Chair), Kay Hendrix (Staff), Shirley Cooper (Staff), Cliff Tinney (Staff), Mark Moore (Board), Dorothy Swims, Robin Cardwell.

The meeting was adjourned with prayer at 3:35 p.m.

Respectfully submitted,



Dennis Luft,
Clerk

COVENANT METROPOLITAN COMMUNITY CHURCH

MINUTES
BOARD OF DIRECTORS MEETING

SUNDAY, JANUARY 15, 1995

Moderator: Rev. Marge Ragona
Vice-Moderator: Mark Moore
Treasurer: Allan Francis

Clerk: Dennis Luft
At-Large Member: Carol Cowley
At-Large Member: William Berry

The meeting was called to order at 3:00 p.m. All board members were present.

1. *ACTION* Move-Luft, 2nd-Cowley: To elect Mark Moore as Vice-Moderator. Motion carried unanimously.

2. Allan presented new bank resolutions and signature cards to be completed in duplicate.

ACTION Move-Francis, 2nd-Luft: To authorize any two of the six (6) board members to sign checks or withdrawals on the checking and savings accounts of the church.

3. Mark presented information regarding placing an ad in the Apollo Ball program. The cost of this ad is approximately \$50.

ACTION Move-Berry, 2nd-Luft: To secure ad in the Apollo Ball program at a cost of approximately \$50. Motion carried without opposition.

4. A discussion regarding disposition of former board members' keys followed.

ACTION Move-Francis, 2nd-Moore: To ask Sally Belue to turn in her set of keys, which will be turned over to Carol Cowley; to ask Emmett Wright to turn over a set of keys to Mark Moore; to secure from Steve Parker a set of keys for William Berry; to allow Greg Adams to keep his set of keys since he is assuming the position of Chair of the SHOE Committee; and to allow Emmett Wright to keep his other set of keys temporarily until a new Chair of the Building & Grounds Committee is found. Motion carried without opposition.

5. The Board scheduled a working session for Monday, February 6, 1995 at 7:00 p.m. Allan invited us to meet at his office in the Swann Building.

2. The election process for the open Board of Directors positions at the upcoming congregational meeting was discussed.

ACTION Move-Dennis, 2nd-Emmett: Moved to elect the Clerk position first, the two-year board position next, and the two one-year positions last. To be elected, the candidate must receive a simple majority (50% plus 1) of the votes cast for that election. If no one is elected on the first ballot, the lowest vote getter and any other candidate(s) wishing to withdraw will be dropped from the next ballot. This procedure will continue until a candidate is elected. Motion carried without opposition.

3. There was a discussion of a photocopier service contract. Allan indicated that we would need to spend \$528 on photocopier maintenance to bring the machine up to minimum specifications. It could not be determined whether a 7,500- or 10,000-copies-per-month contract should be undertaken.

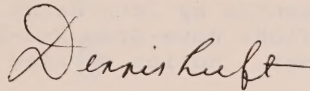
ACTION Move-Emmett, 2nd-Dennis: To expend \$528 from the Capital Equipment Fund for maintenance on the photocopier and to leave at Allan's discretion based on additional data from the service provider whether to get 7,500- or 10,000-copies-per-month contract. The cost for this contract will be charged to the appropriate budget line, realizing that the cost is greater than the proposed budget amount. Motion carried without opposition.

4. There will be a short Board meeting immediately following the congregational meeting on January 15, 1995.

5. *ACTION* Move-Emmett, 2nd-Greg: To adjourn. Motion carried without opposition.

The meeting was closed with prayer at 8:00 p.m.

Respectfully submitted,

A handwritten signature in cursive script, reading "Dennis Luft".

Dennis Luft,
Clerk

COVENANT METROPOLITAN COMMUNITY CHURCH

MINUTES
BOARD OF DIRECTORS MEETING

MONDAY, JANUARY 9, 1995

Moderator: Rev. Marge Ragona
Vice-Moderator: Emmett Wright
Treasurer: Allan Francis

Clerk: Greg Adams
At-Large Member: Sally Belue
At-Large Member: Dennis Luft

The meeting was called to order at 7:00 p.m. and opened with prayer. All board members were present.

REPORTS

1. The minutes of the December Board meeting were presented by the Clerk.
ACTION Move-Emmett, 2nd-Sally: To accept minutes as submitted.
Motion carried without opposition.
2. The Treasurer's report was presented by the Treasurer.
ACTION Move-Emmett, 2nd-Greg: To accept Treasurer's report.
Motion carried without opposition.
3. No reports were received from the Finance Committee, the Personnel Committee or the Building & Grounds Committee, which have not met since the last Board meeting.
4. A report on the progress of the Tuscaloosa Parish Extension was presented by John Hankins.
ACTION Move-Greg, 2nd-Emmett: To accept the Parish Extension report. Motion carried without opposition.

OLD BUSINESS

There were no items of old business carried over from the previous meeting.

NEW BUSINESS

1. Steve Parker reminded the Board that elections for the lay delegate #2 position as well as two alternate lay delegates need to be added to the agenda for the congregational meeting. The term of office for all of these positions as well as lay delegate #1 expire at the January, 1996 congregational meeting.

Building Fund – Jan.'95

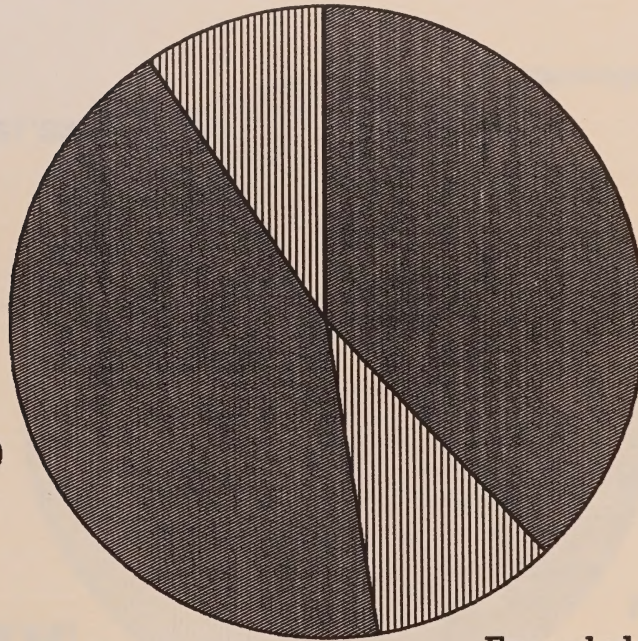
Pledges vs Contributions

Under (9.5%)

Met (38.1%)

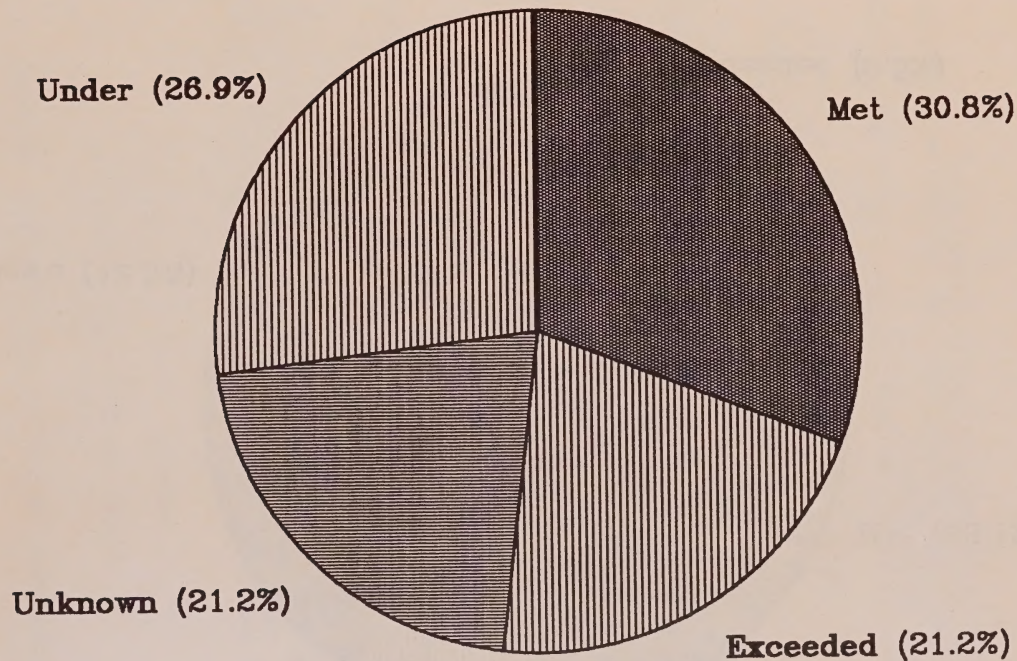
Unknown (42.9%)

Exceeded (9.5%)



General Fund – Jan.'95

Pledges vs Contributions



Covenant Metropolitan Community Church
5117 First Ave. N.
P.O. Box 101473
Birmingham, AL 35210
Fund Posting Contribution Summary
01/01/1995 through 07/04/1995

Fund	Contributed
Agape House Income (NT)	\$2,118.00
Current Period	\$40.00

Total for all funds:	\$2,118.00
Total Current Periods:	\$40.00
	=====

* * * END OF REPORT * * *

Covenant MCC
REGULAR Fund-Actual vs Budgeted- YTD prelim

	01/01/95- 09/30/95 ACTUAL	01/01/95- 09/30/95 BUDGET	DOLLAR VARIANCE
INCOME			
Income			
Income - Tithable			
3001 Pledges - General (T)	\$ 41390.63	\$ 51075.00	\$ -9684.37
3002 Plate & Envelopes (T)	13075.64	5874.00	7201.64
3003 Other Income (T)	0.00	0.00	0.00
Total Income - Tithable	54466.27	56949.00	-2482.73
Non-Tithe Income			
5020 Love Offerings (NT)	12.50	0.00	12.50
5040 Gifts in Kind	113.96	0.00	113.96
5050 Sales (NT)	278.42	0.00	278.42
Total Non-Tithe Income	404.88	0.00	404.88
Total Income	54871.15	56949.00	-2077.85
TOTAL INCOME	\$ 54871.15	\$ 56949.00	\$ -2077.85

EXPENSE			
Expense			
Budgeted Expense			
2100 Rent	\$ 603.00	\$ 603.00	\$ 0.00
2102 Worship Supplies	534.95	450.00	-84.95
2103 Music Ministry	1463.96	1800.00	336.04
2110 Maintenance	491.03	1125.00	633.97
2111 Utilities	6267.14	6300.00	32.86
2112 Telephone	443.70	702.00	258.30
2113 Admin/Office Supplies	421.04	315.00	-106.04
2114 Postage	215.44	225.00	9.56
2115 Insurance	550.00	450.00	-100.00
2116 Bank Charges	69.77	45.00	-24.77
2120 Evangelism Exp.	584.04	1125.00	540.96
2121 Advertisements	433.00	1350.00	917.00
2122 Newsletter	963.89	900.00	-63.89
2123 Special Programs	248.37	225.00	-23.37
2124 Parish Extension	75.00	75.00	0.00
2130 BAO Contribution	720.00	720.00	0.00
2131 Clinic (1917) Contrib.	720.00	720.00	0.00
2132 Info. Phone Line Contrib.	175.00	175.00	0.00
2133 Global Outreach	150.00	150.00	0.00
2134 Other Contrib.	125.00	75.00	-50.00
2140 Social & Hospitality	884.48	900.00	15.52
2141 Deacon's Fund	127.56	360.00	232.44
2142 Memorials	191.96	450.00	258.04
2150 Sunday School	159.04	180.00	20.96
2151 Bible Study Material	0.00	90.00	90.00

Covenant MCC
REGULAR Fund-Actual vs Budgeted- YTD prelim

	01/01/95- 09/30/95 ACTUAL	01/01/95- 09/30/95 BUDGET	DOLLAR VARIANCE
2152 Study Courses	10.00	90.00	80.00
2153 Inquirer's Class	112.87	180.00	67.13
2154 Youth Ministries	78.95	360.00	281.05
2155 Children's Ministry	0.00	180.00	180.00
2156 Library	57.90	80.00	22.10
2160 Building Fund Contrib.	900.00	900.00	0.00
2162 CAF Contrib. to Savings	720.00	720.00	0.00
2163 Dist.Conf.Fund Contrib.	1350.00	1350.00	0.00
2164 Gen.Conf.Fund Contrib.	200.00	250.00	50.00
2165 Scholarship Fund Contrib.	75.00	75.00	0.00
2166 Copier Svc. Contract	1472.90	990.00	-482.90
2167 Capital Proj.Fund Contrib	900.00	900.00	0.00
2168 Anniv. Fund Contrib.	300.00	400.00	100.00
2170 Pension Contrib.	777.75	960.00	182.25
2171 UFMCC Tithe	5414.53	5841.00	426.47
2172 GLAD Tithe	2707.26	2916.00	208.74
2180 Admin. Assist. Staff	600.00	1080.00	480.00
2181 Chamberlain	975.00	972.00	-3.00
2190 Pastor Comp.	8370.00	8370.00	0.00
2192 Pastor Housing	7200.00	7200.00	0.00
2193 Pastor Travel	675.00	675.00	0.00
2194 Pastor Insurance	990.00	990.00	0.00
2195 Pastor Conf.Fnd.Contrib.	675.00	675.00	0.00
2196 Pastor Retirement	1170.00	1170.00	0.00
Total Budgeted Expense	52349.53	56834.00	4484.47
Unbudgeted Expense			
2161 Reserve Fund Contribution	0.00	0.00	0.00
5021 Love Gifts Collected	12.50	0.00	-12.50
5041 Value of Gifts in Kind	113.96	0.00	-113.96
5052 Event Fees Collected	190.00	0.00	-190.00
5500 Miscellaneous-Unbudgeted	0.00	0.00	0.00
Total Unbudgeted Expense	316.46	0.00	-316.46
Total Expense	52665.99	56834.00	4168.01
TOTAL EXPENSE	\$ 52665.99	\$ 56834.00	\$ 4168.01
NET INCOME (LOSS)	\$ 2205.16	\$ 115.00	\$ 2090.16

Covenant MCC
analysis
For Selected Accounts and All Transaction Types
January 1, 1995 through August 31, 1995

SOCIAL & HOSPITALITY - 2140 : EXPENSE

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
02/27/95	Exp Incr	20		Greg Adams			\$ 99.10	N
	Check	[2006]	Checking	reimb-concert reception				
03/05/95	Exp Incr	21		Greg Adams		SPLIT/DETAIL \$	78.03	N
03/19/95	Exp Incr	22		Greg Adams		\$	82.57	N
	Check	[2046]	Checking	reimb-potluck/party				
04/16/95	Exp Incr	23		Greg Adams		SPLIT/DETAIL \$	139.08	N
05/01/95	Exp Incr	24		Office Depot		SPLIT/DETAIL \$	24.26	N
05/28/95	Exp Incr	25		Greg Adams		\$	152.98	N
	Check	[2198]	Checking	reimb-pride week				
06/04/95	Exp Incr	26		Greg Adams		SPLIT/DETAIL \$	125.59	N
07/30/95	Exp Incr	27		Greg Adams		\$	43.93	N
	Check	[2299]	Checking	reimb-b'day party				
ENDING BALANCE = \$							803.82	
Total Increase in Expense : \$							803.82	
=====								

SPECIAL PROGRAMS - 2123 : EXPENSE

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
BEGINNING BALANCE = \$							0.00	
04/16/95	Exp Incr	1		Marge Ragona		SPLIT/DETAIL \$	25.39	N
05/01/95	Exp Incr	2		Allan Francis		\$	19.41	N
	Check	[2144]	Checking	reimb-misc				
05/08/95	Exp Incr	3		Allan Francis		SPLIT/DETAIL \$	12.80	N
05/14/95	Exp Incr	4		John Foust		SPLIT/DETAIL \$	51.41	N
06/04/95	Exp Incr	5		Greg Adams		SPLIT/DETAIL \$	40.00	N
ENDING BALANCE = \$							149.01	
Total Increase in Expense : \$							149.01	
=====								

Covenant MCC
analysis
For Selected Accounts and All Transaction Types
January 1, 1995 through August 31, 1995

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CHG. TO ANNIV. FUND = 7010 : EXPENSE

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
BEGINNING BALANCE = \$							0.00	
03/01/95	Exp Incr	7		University Inn				
	Check	[2013]	Checking	buddy truluck room			\$ 117.70	N
03/04/95	Exp Incr	8		Poppa John's Pizza			\$ 55.00	N
	Check	[2014]	Checking	foor for workshop				
03/05/95	Exp Incr	9		Rembert Truluck			\$ 119.68	N
	Check	[2015]	Checking	milage, meals I				
03/05/95	Exp Incr	12		Greg Adams		SPLIT/DETAIL	\$ 58.84	N
03/06/95	Exp Incr	10		Rembert Truluck			\$ 110.00	N
	Check	[2020]	Checking	milage, meals II				
ENDING BALANCE = \$							461.22	
Total Increase in Expense : \$							461.22	

EVANGELISM EXP. - 2120 : EXPENSE

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
BEGINNING BALANCE = \$							0.00	
01/01/95	Exp Incr	16		Office Depot		SPLIT/DETAIL	\$ 1.31	N
02/12/95	Exp Incr	17		Alabama Forum		SPLIT/DETAIL	\$ 52.00	N
02/19/95	Exp Incr	18		Allan Francis		SPLIT/DETAIL	\$ 6.32	N
02/26/95	Exp Incr	19		Jane Syftesfad			\$ 159.00	N
	Check	[2003]	Checking	concert				
03/08/95	Exp Incr	20		Kay Hendrix			\$ 105.75	N
	Check	[2025]	Checking	reimb-anniv				
04/03/95	Exp Incr	21		Suzanne Orange			\$ 60.00	N
	Check	[2084]	Checking	security at debate				
04/09/95	Exp Incr	22		Chi Rho Press		SPLIT/DETAIL	\$ 33.00	N
05/08/95	Exp Incr	23		Pride Coalition			\$ 25.00	N
	Check	[2159]	Checking	pride day booth				
06/04/95	Exp Incr	24		Ufmcc Services		SPLIT/DETAIL	\$ 25.00	N
06/04/95	Exp Incr	25		Greg Adams		SPLIT/DETAIL	\$ 26.66	N
06/07/95	Exp Incr	26		Malcolm Marler			\$ 75.00	N
	Check	[2211]	Checking	honorarium				
08/27/95	Exp Incr	27		Karen Ann Edwards			\$ 15.00	N
	Check	[2357]	Checking	food money				
ENDING BALANCE = \$							584.04	
Total Increase in Expense : \$							584.04	

SOCIAL & HOSPITALITY - 2140 : EXPENSE

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
BEGINNING BALANCE = \$							0.00	
01/29/95	Exp Incr	19		Greg Adams			\$ 58.28	N
	Check	[1951]	Checking	reimb-birthday sup				

Covenant MCC
analysis
For Selected Accounts and All Transaction Types
January 1, 1995 through August 31, 1995

SOCIAL & HOSPITALITY - 2140 : EXPENSE

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
02/27/95	Exp Incr	20		Greg Adams			\$ 99.10	N
	Check	[2006]	Checking	reimb-concert reception				
03/05/95	Exp Incr	21		Greg Adams		SPLIT/DETAIL	\$ 78.03	N
03/19/95	Exp Incr	22		Greg Adams			\$ 82.57	N
	Check	[2046]	Checking	reimb-potluck/party				
04/16/95	Exp Incr	23		Greg Adams		SPLIT/DETAIL	\$ 139.08	N
05/01/95	Exp Incr	24		Office Depot		SPLIT/DETAIL	\$ 24.26	N
05/28/95	Exp Incr	25		Greg Adams			\$ 152.98	N
	Check	[2198]	Checking	reimb-pride week				
06/04/95	Exp Incr	26		Greg Adams		SPLIT/DETAIL	\$ 125.59	N
07/30/95	Exp Incr	27		Greg Adams			\$ 43.93	N
	Check	[2299]	Checking	reimb-b'day party				
ENDING BALANCE = \$							803.82	
Total Increase in Expense : \$							803.82	

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SPECIAL PROGRAMS - 2123 : EXPENSE

Date	Trans Type	Trans Number	Account Posted To	Payee/Description Memo	Units	Split Amount	Amount	Clr
BEGINNING BALANCE = \$							0.00	
04/16/95	Exp Incr	1		Marge Ragona		SPLIT/DETAIL	\$ 25.39	N
05/01/95	Exp Incr	2		Allan Francis			\$ 19.41	N
	Check	[2144]	Checking	reimb-misc				
05/08/95	Exp Incr	3		Allan Francis		SPLIT/DETAIL	\$ 12.80	N
05/14/95	Exp Incr	4		John Foust		SPLIT/DETAIL	\$ 51.41	N
06/04/95	Exp Incr	5		Greg Adams		SPLIT/DETAIL	\$ 40.00	N
ENDING BALANCE = \$							149.01	
Total Increase in Expense : \$							149.01	

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Covenant MCC
REGULAR Fund-Actual vs Budgeted- SEP prelim

	09/01/95- 09/30/95 ACTUAL	09/01/95- 09/30/95 BUDGET	DOLLAR VARIANCE
INCOME			
Income			
Income - Tithable			
3001 Pledges - General (T)	\$ 4001.67	\$ 5675.00	\$ -1673.33
3002 Plate & Envelopes (T)	1204.64	811.00	393.64
3003 Other Income (T)	0.00	0.00	0.00
	-----	-----	-----
Total Income - Tithable	5206.31	6486.00	-1279.69
Non-Tithe Income			
5020 Love Offerings (NT)	0.00	0.00	0.00
5040 Gifts in Kind	0.00	0.00	0.00
5050 Sales (NT)	0.00	0.00	0.00
	-----	-----	-----
Total Non-Tithe Income	0.00	0.00	0.00
	-----	-----	-----
Total Income	5206.31	6486.00	-1279.69
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TOTAL INCOME	\$ 5206.31	\$ 6486.00	\$ -1279.69

	09/01/95- 09/30/95 ACTUAL	09/01/95- 09/30/95 BUDGET	DOLLAR VARIANCE
EXPENSE			
Expense			
Budgeted Expense			
2100 Rent	\$ 67.00	\$ 67.00	\$ 0.00
2102 Worship Supplies	76.00	50.00	-26.00
2103 Music Ministry	322.27	200.00	-122.27
2110 Maintenance	250.00	125.00	-125.00
2111 Utilities	Gas 1042.38	700.00	-342.38
2112 Telephone	0.00	78.00	78.00
2113 Admin/Office Supplies	15.00	35.00	20.00
2114 Postage	13.60	25.00	11.40
2115 Insurance	0.00	50.00	50.00
2116 Bank Charges	0.00	5.00	5.00
2120 Evangelism Exp.	0.00	125.00	125.00
2121 Advertisements	36.00	150.00	114.00
2122 Newsletter	168.57	100.00	-68.57
2123 Special Programs	99.36	25.00	-74.36
2124 Parish Extension	0.00	0.00	0.00
2130 BAO Contribution	80.00	80.00	0.00
2131 Clinic (1917) Contrib.	80.00	80.00	0.00
2132 Info. Phone Line Contrib.	0.00	0.00	0.00
2133 Global Outreach	0.00	0.00	0.00
2134 Other Contrib.	0.00	0.00	0.00
2140 Social & Hospitality	80.66	100.00	19.34
2141 Deacon's Fund	0.00	40.00	40.00
2142 Memorials	191.96	50.00	-141.96
2150 Sunday School	0.00	20.00	20.00
2151 Bible Study Material	0.00	10.00	10.00

Covenant MCC
REGULAR Fund-Actual vs Budgeted- SEP prelim

	09/01/95- 09/30/95 ACTUAL	09/01/95- 09/30/95 BUDGET	DOLLAR VARIANCE
2152 Study Courses	0.00	10.00	10.00
2153 Inquirer's Class	0.00	20.00	20.00
2154 Youth Ministries	0.00	40.00	40.00
2155 Children's Ministry	0.00	20.00	20.00
2156 Library	0.00	20.00	20.00
2160 Building Fund Contrib.	100.00	100.00	0.00
2162 CAF Contrib. to Savings	80.00	80.00	0.00
2163 Dist.Conf.Fund Contrib.	150.00	150.00	0.00
2164 Gen.Conf.Fund Contrib.	0.00	50.00	50.00
2165 Scholarship Fund Contrib.	0.00	0.00	0.00
2166 Copier Svc. Contract	181.50	110.00	-71.50
2167 Capital Proj.Fund Contrib	100.00	100.00	0.00
2168 Anniv. Fund Contrib.	0.00	100.00	100.00
2170 Pension Contrib.	276.00	130.00	-146.00
2171 UFMCC Tithe	488.53	649.00	160.47
2172 GLAD Tithe	244.27	324.00	79.73
2180 Admin. Assist. Staff	0.00	120.00	120.00
2181 Chamberlain	100.00	108.00	8.00
2190 Pastor Comp.	930.00	930.00	0.00
2192 Pastor Housing	800.00	800.00	0.00
2193 Pastor Travel	75.00	75.00	0.00
2194 Pastor Insurance	110.00	110.00	0.00
2195 Pastor Conf.Fnd.Contrib.	75.00	75.00	0.00
2196 Pastor Retirement	130.00	130.00	0.00
Total Budgeted Expense	6363.10	6366.00	2.90
 Unbudgeted Expense			
2161 Reserve Fund Contribution	0.00	0.00	0.00
5021 Love Gifts Collected	0.00	0.00	0.00
5041 Value of Gifts in Kind	0.00	0.00	0.00
5052 Event Fees Collected	0.00	0.00	0.00
5500 Miscellaneous-Unbudgeted	0.00	0.00	0.00
Total Unbudgeted Expense	0.00	0.00	0.00
Total Expense	6363.10	6366.00	2.90
TOTAL EXPENSE	\$ 6363.10	\$ 6366.00	\$ 2.90
 NET INCOME (LOSS)			
	\$ -1156.79	\$ 120.00	\$ -1276.79

Covenant MCC
TUSCALOOSA Fund-Actual vs Budgeted- YTD

1995

	01/01/95- 09/30/95 ACTUAL	01/01/95- 09/30/95 BUDGET	DOLLAR VARIANCE
INCOME			
Income			
Tuscaloosa Income			
8001 Tuscaloosa Income (T)	\$ 7119.19	\$ 5822.00	\$ 1297.19
Total Tuscaloosa Income	7119.19	5822.00	1297.19
Tuscaloosa Non-Tithe Income			
8002 To Tusc. FM B'ham	75.00	0.00	75.00
Total Tuscaloosa Non-Tithe Income	75.00	0.00	75.00
Total Income	7194.19	5822.00	1372.19
TOTAL INCOME	\$ 7194.19	\$ 5822.00	\$ 1372.19
EXPENSE			
Expense			
Tuscaloosa Expenses			
8075 Tusc. Phone	\$ 261.70	\$ 198.00	\$ -63.70
8076 Tusc. Rent	2375.00	2627.00	252.00
8077 Tusc. Leader Travel	1485.00	1586.00	101.00
8078 Tusc. Tithes	1060.54	765.00	-295.54
8079 Tusc. Supplies	198.36	0.00	-198.36
8080 Tusc. Promotion	355.55	324.00	-31.55
Total Tuscaloosa Expenses	5736.15	5500.00	-236.15
Total Expense	5736.15	5500.00	-236.15
TOTAL EXPENSE	\$ 5736.15	\$ 5500.00	\$ -236.15
NET INCOME (LOSS)	\$ 1458.04	\$ 322.00	\$ 1136.04

COVENANT METROPOLITAN COMMUNITY CHURCH
PROPOSED GOALS FOR TUSCALOOSA PARISH EXTENSION
1995-96

WORSHIP

Six Month Goals

1. Permanent worship space

1 yr. ① ~~2~~ Inclusive language hymnal. (Hymns for the New Century)

~~3. Change to 6 pm~~ One Year Goal

- 6 mos. 1. Hymnal Project now.
2. Pastoral leader -

6 mos 4. Altar guild -

Two Year Goals

1. 11 am service / 7 pm service
2. ~~2~~ Choir - musical ensemble.

EVANGELISM

Six Month Goals

1. Coming-out service & leaders of other gay orgs.
2. ~~2~~ Membership outreach chain to help increase membership.

One Year Goals

1. Visitor cards - get names & addresses
2. Newsletter -

Two Year Goals

6 mos. 1. Nametags / 1. (Marsha Stevens (1 year))

~~16 mos.~~ 2. Activity night

~~Five Year Goal~~

~~1~~ 1. Start a student group at the Univ. of Ala -
10 students willing to form list.

W

MISSION

Six Month Goals

1. AIDS Memorial Service for Names Project, March 1996
2. Invite Director of W. Ala. AIDS Outreach / become more involved w/ them

One Year Goals

1. Care Team - Buddy Program involvement.
2. Become a resource for the gay community; become more involved. GAIAA

~~Two Year Goals~~

1.
2.

STEWARDSHIP

Six Month Goals

1. List offerings + attendance in bulletin for prev. Sunday.
2. Pledge card of time, tithes, talents for new member
3. Have treasurer trained + have funds classes handled locally.

One Year Goals

1. Annual pledge drive
2. Support of permanent location

~~Two Year Goals~~

1. Financial plan for location + pastor + work toward that.
2. Savings to carry through summer months.

~~Five Year Goal~~

1. Set up finance committee + meeting w/ Board.

EDUCATION

- Quarterly
- Six Month Goals
1. Membership class ~~in June also~~
 2. "Why do we do what we do?" Introduction to MCC worship and practice, Wed. night class.

One Year Goals

1. Deacon's training class.
2. Cell group on night other than Wed.

Two Year Goals

- 6 mos.
1. Pamphlets to educate visitors about MCC.

~~2.~~

CONGREGATIONAL CARE

Six Month Goals

1. Phone tree in event of illness.
2. Prayer chain
3. Visitor's letter welcoming them.

One Year Goals

1. ¹⁻² Deacons to assist pastoral leader in care of congregation
2. Potluck/picnic once a quarter.

Two Year Goals

- (SHE)
1. Social committee to plan social activities for group.

2. Help pay Samaritan course for pastoral leader (1/2)

PASTORAL CARE

Six Month Goals

1. Pay pastoral leader \$50.00 a week to increase to \$75.00 every 6 mos until a minimum of _____ is reached.

~~One Year Goals~~

1. Find a meeting place in an upstairs to house pastor as a possible drawing card for a pastor

~~Two Year Goals~~

2. Have at least one deacon to assist pastor.

INCLUSIVITY

Six Month Goals

1. Have worship experience in inclusive language.
3. Remind & encourage people to outreach A-A acquaintances & friends.

~~One Year Goals~~

2. Be gender inclusive - welcome more men into church,

(1 yr)

~~Two Year Goals~~

1. Men's group / women's group potlucks + studies.
2. Outreach to more people in comm. who are not related to U of A.
3. Have AA preacher for Black History month.